

INPEX

# Deadly Yarns

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

The INPEX Australia Solid Pathways Program provides direct learning and developmental employment opportunities for Aboriginal and Torres Strait Islander peoples in the energy industry.

After more than 12 years working offshore in the maritime industry and living in the USA and Thailand, Neil Bowles was eager for a change. Despite his extensive experience working offshore, Neil wanted to explore new opportunities and advance in a different field. This led him to join the INPEX Solid Pathways Program.

Neil joined the INPEX team in late 2023 as an Offtake Coordinator Trainee. In this role, he supports the scheduling and quantity accuracy of Ichthys LNG cargoes - consisting of liquefied natural gas (LNG), liquefied petroleum gas (LPG), and condensate. Neil works closely with our Production Engineering and Supply Chain teams to maximise production and ensure the timely delivery of these cargoes to customers across the Indo-Pacific region, meeting global energy demand.

Reflecting on his time with INPEX to date, Neil says it's the continuous learning, office environment, and team camaraderie that he enjoys most.

"In my previous job I was mostly on the tools doing manual labour offshore, so I'm really enjoying the

## A solid start to a new career

# Meet Neil



Neil Bowles, INPEX Offtake Coordinator Trainee and Solid Pathways Program participant.

change of environment, initially in Darwin and now in Perth, along with the development opportunities that come with working at INPEX in the Offtake team," Neil said.

"One of the main reasons I enjoy my job so much is because of the team I have. It's not just the offtake crew and my team lead, but within the Production Engineering team and Supply Chain teams as well. Everyone has been incredibly welcoming and has taken the time to include or teach me, despite being one of the only non-engineers in the team."

Neil also appreciates the personal development that comes with his new role.

"As I continue to grow in my role, I'm constantly learning and getting to know the

corporate side of the business. I believe with personal development, comes career development, so I'm looking forward to seeing where this new journey will lead me," Neil added.

As a proud Bardi-Jawi / Yawuru man from Broome, Neil is enjoying life in Western Australia, working from INPEX's Perth office. Neil has also had the opportunity to visit the onshore facility in Darwin and attend an annual conference in Singapore with our Ichthys Joint Venture participants.

# Djarindjin Aboriginal Corporation

## Enterprising Vision

Whilst it is a story many years in the making, the Djarindjin community showcases what can be achieved when opportunity combines with vision and persistence.

Home to the Bardi Jawi people, Djarindjin is a small remote community located near the top of the Dampier Peninsula, 200 kilometres north of Broome in the Kimberley region of Western Australia.

The journey of the Djarindjin Aboriginal Corporation (DAC) is one of inspiration and determination. At the centre of this transformation is the Djarindjin Airport, a vital refuelling station for INPEX-operated Ichthys LNG offshore operations.

Since the early 2000s, Djarindjin Airport has been safely supporting INPEX through various drilling campaigns and in steady state operations, as a hot refuelling base for helicopters shuttling workers and supplies between our offshore facilities located 450 kilometres off the coast of Broome.

In 2011, a multi-million-dollar loan from Broome International Airport to upgrade Djarindjin Airport provided further momentum for the fledgling enterprise. With the loan fully repaid in 2018, the next historic milestone was achieved when DAC assumed full ownership of the airport in 2022 - impressively becoming Australia's first fully Aboriginal-owned and operated certified airport.

Working through INPEX's helicopter service provider PHI Aviation, the airport's operations have continued to provide a steady source of employment and upskilling opportunities for locals. DAC currently employs almost 100 workers, with one fifth of these employed at Djarindjin Airport.

Beyond the success of the airport, DAC's continuous efforts to expand and improve its enterprises are underpinned by its belief that economic prosperity is a bridge to self-determination, self-empowerment and financial independence.

DAC CEO Nathan McIvor highlights the revenue from the airport is reinvested into community programs.

"We're proud to be supporting a range of services which further contribute to our community's independence and wellbeing – including a safehouse for women and children, a men's shed, a roadhouse, a general store, community housing and a campground," Nathan said.

In July this year, Djarindjin made history for the second time when the community celebrated its official proclamation under the Aboriginal Communities Act 1979.

This proclamation paves the way for DAC to develop by-laws, in collaboration with the WA State Government, to manage access and activities within the community. The achievement stands as testimony to DAC's strategic vision, which will benefit the community for generations to come.

DAC's ongoing commitment to accountable and transparent governance was showcased when it was recently announced as one of three category winners at Reconciliation Australia's prestigious Indigenous Governance Awards 2024.

INPEX is delighted to contribute to the economic development of the Kimberley region, with the DAC-operated Djarindjin Airport playing a crucial role in the ongoing success of our operations.



*Djarindjin community.*



# RAP Contractor Forum in Darwin



In July, INPEX hosted the biannual RAP Contractor Forum in Darwin, bringing together representatives of four contracting companies from our Ichthys LNG onshore facilities – Monadelphous, RAMS, Altrad, and Svitzer. The forum provided a platform for sharing Reconciliation Action Plan (RAP) initiatives, focusing on employment and procurement outcomes for Aboriginal and Torres Strait Islander communities.

Attendees shared their respective RAP initiatives, discussing the challenges and opportunities in engaging Aboriginal and Torres Strait Islander peoples in meaningful employment. The discussions emphasised the need for a strategic approach to both short-term and long-term workforce development, including recruitment efforts to build a pipeline of skilled workers and create a diverse workforce.

A central theme was the shift from reactive measures to proactive, sustainable strategies that support continuous training, mentorship, and career

progression. The need for robust, culturally sensitive hiring processes and recruitment frameworks was also discussed.

INPEX and its contractors explored collaboration opportunities to engage with Aboriginal and Torres Strait Islander businesses, supporting economic empowerment through procurement initiatives. By sharing knowledge and identifying challenges and opportunities, the forum marked a positive step towards building a more inclusive and skilled workforce.

INPEX is pleased to work with its contractors to provide tangible benefits to Aboriginal and Torres Strait Islander communities, aligning with our RAP commitments. We aim to enhance engagement with these communities across our business, fostering positive outcomes within the resources sector and beyond.



*INPEX and contractor representatives at the RAP Contractor Forum in Darwin.*



# Broome Elders Forum

## Nirrumbuk Aboriginal Corporation

INPEX was delighted to support and join the annual Elders Forum in Broome, hosted by Nirrumbuk Aboriginal Corporation (NAC) and the Hon. Rosetta Sahanna MLC.

This event plays a vital role in informing and empowering local Elders from the Broome and Dampier Peninsula areas. The forum featured presentations on various topics, including aged care programs, methods for preventing scams, strategies to reduce household expenses, and available legal services. These discussions aim to enhance the wellbeing and knowledge of Elders in the community, ensuring they have access to the resources and support they need.

With more than 140 attendees, the forum continues to grow year on year.

During the event, Elders also had the opportunity to connect directly with WA State Government and Shire of Broome representatives to voice their suggested improvements for the Broome community. Suggestions included creating smoother footpaths, having more benches placed in shaded park areas, repairing broken drinking water fountains, and improving accessibility in and out of the city centre with extended bus routes.

The day was highlighted by a musical performance by Broome's fabulous Mary G, whose infectious energy quickly had the crowd singing and laughing along.

NAC is a Broome-based community organisation driven by Aboriginal membership predominantly derived from the Dampier Peninsular Region, North of Broome. The organisation's primary objectives are to build the capacity of the Aboriginal community and individuals of the region.

Congratulations to the NAC team for organising an exceptionally informative event for local Elders. Your dedication to strengthening community connections and improving the lives of Elders is commendable.



*The Boab Health team spoke about the importance of nutrition and podiatry, captivating the audience in costume!*



*Mary G had the crowd singing and dancing along.*



# Savanna Fire Management

## Tiwi Islands Fire and Carbon Project milestone

The INPEX-led Ichthys Joint Venture is proud to support the Savanna Fire Management (SFM) Program in providing funding for coordination, training, start-up and early operational costs for new fire management projects across the Northern Territory (NT).

This program contributes carbon credit units to help offset greenhouse gas emissions from the Ichthys LNG onshore facility in Darwin, while promoting sustainable land management, connection to Country, and preserving Traditional Aboriginal and Torres Strait Islander knowledge.



*Cameron McPhie, INPEX General Manager Commercial (left) and Richard Finch, INPEX General Manager NT (right) present representatives from Tiwi Resources with a celebratory gift.*

One of the key operations that had been funded by the SFM program is the Tiwi Islands Fire and Carbon Project, managed by Tiwi Resources Pty Ltd.

The success of this project has enabled a recent monumental step for Tiwi people by transitioning away from external funding to a fully independent Indigenous-owned carbon enterprise.

This transition marks a crucial step in the community's journey towards independence and local enterprise development. Tiwi Islands Resources Pty Ltd is the first organisation that participates in the SFM program to

become independently managed. A milestone worth celebrating!

INPEX representatives were delighted to have travelled to the Tiwi Islands to celebrate this achievement with the local community.

The Tiwi Islands Fire and Carbon Project spans approximately 8,000 square kilometres of Aboriginal freehold land on Melville and Bathurst Islands. These islands, which have been continuously inhabited by the Tiwi people for millennia, are renowned for their rich cultural and biological diversity.

Since 2016, the project has had more than a hundred Traditional Owners and their families, alongside Tiwi Rangers, actively involved in annual fire planning and operations. To date, 90 individuals have received accredited training to safely participate in fire management activities.

INPEX is proud to support positive outcomes across the NT's remote communities. It was a great joy to join the celebration and we congratulate the Tiwi Rangers, Tiwi Resources and the Tiwi people and wish them every success for the future.



*Traditional Owners from Tiwi Islands performing a celebratory smoking ceremony.*



# MAGNT STEAM PROGRAM

## Collaboration with Larrakia Rangers

In August, a new partnership between the INPEX-led Ichthys Joint Venture and the Museum and Art Gallery of the Northern Territory (MAGNT) was announced to support a comprehensive education program grounded in science, technology, engineering, the arts and maths (STEAM).

This A\$ 1.3 million STEAM program - delivered under the Ichthys Project Voluntary Offset Agreement - will integrate curriculum-aligned learning and informal learning opportunities, designed to nurture the next generation's educational development.



*MAGNT STEAM program participant looking out for shorebirds at Bundilla beach.*

Incorporating First Nations knowledge and perspectives is one of the key components of the program.

As Australia's first scientists, Aboriginal and Torres Strait Islander peoples have explored and learnt from the land, sea, and sky for more than 65,000 years. Now, the STEAM program offers a platform to share this knowledge with school students, museum visitors, and other program participants through MAGNT's Discovery Centre workshops and field trips across Darwin.

The program's first field trip, in collaboration with the Larrakia Rangers, took participants to Bundilla beach, where three rangers guided 14 participants through the coastal terrain to identify shorebirds. This hands-on experience highlighted the importance of connecting with the biodiversity of Country alongside the long-term stewards of the land and water, the Larrakia people.

The program launch event held at MAGNT was attended by a wide range of stakeholders committed to advancing STEAM education. Among the guests were representatives from Charles Darwin University, Larrakia Rangers, CSIRO, Social Ventures Australia, MAGNT, and INPEX, as well as students from a local primary school.

The program aims to foster STEAM-related curiosity through relevant and hands-on experiences in STEAM education for students and young people. INPEX is committed to supporting the social vibrancy and economic resilience of our communities. We are proud to partner with MAGNT to support children and teachers across the Territory to develop a passion for STEAM.



*Larrakia Rangers leading an excursion at Bundilla beach.*



*(Left to right) MAGNT Director, Adam Worrall, INPEX Senior Vice President, Bill Townsend, MAGNT Head of Science Kirsti Abbott, and STEAM Lead Educator Caitlin Conway during an 'elephant's toothpaste' experiment that captivated students at the program launch event.*



# Celebrating NAIDOC Week

Every year, we celebrate NAIDOC Week and recognise the rich cultures and heritage of Aboriginal and Torres Strait Islander peoples. NAIDOC Week is a time for all Australians to learn about our shared histories, cultures, and achievements. It is also an opportunity to acknowledge progress and continue striving for reconciliation in Australia.

In spirit of this year's theme – Keep the Fire Burning! Blak, Loud & Proud – our people participated in various events across the country to celebrate and reflect on the enduring strength and vitality of First Nations cultures.

In Boorloo (Perth), we were pleased to host Paul Willaway and Jamie Moore from the Indigenous Land and Sea Corporation (ILSC) at a special lunch-and-learn event focused on the Savanna Fire Management program. Paul and Jamie shared insights on traditional fire management practices in the Northern Territory, and Daniel Lim, INPEX Principal Greenhouse Gas & Energy Policy Advisor, discussed the positive environmental impact of these practices on reducing carbon emissions.

In Garamilla (Darwin) teams engaged in a week-long series of events to celebrate NAIDOC Week. The celebrations commenced with a flag raising ceremony, followed by the Jak Ahkit Golf Day, Elders luncheon, community march and breakfast, and concluded with the NAIDOC Gala Ball. This was the twelfth INPEX-

hosted NAIDOC Week BBQ breakfast, together with Monadelphous, TRACE and JKC over the years.

Onshore, our teams welcomed Timmy Duggan to a NAIDOC event. Timmy, a National Basketball League star and Northern Territory Hall of Champions legend, is a local Darwin man with family ties to the Warramungu people of Central Australia and the Nykinya people of the Kimberley region. At the event, after a Welcome to Country delivered by Larrakia man James Parfitt, Timmy spoke about the Hoops 4 Health initiative.

Offshore, teams were delighted by a culinary feast prepared by ESS which included an array of cultural foods made with native ingredients.

It is through the collective efforts of individuals, communities, and organisations that we can inspire Australia to become a more reconciled nation.

INPEX Australia operates within diverse communities, and we greatly value developing respectful relationships with Aboriginal and Torres Strait Islander communities across Western Australia and the Northern Territory.

Our ongoing reconciliation efforts, detailed in our Stretch Reconciliation Action Plan (RAP), reflect our commitment to making meaningful progress both within the business and beyond.



Left to right: Yuko Tokonaga, Jamie Moore, Paul Willaway, and Daniel Lim at the Perth NAIDOC event.



Service with a smile from INPEX Onshore Administration Officer, Sally Loraine during the NAIDOC Week BBQ breakfast.



INPEX team at the flag raising ceremony at Herbert Street Park, Darwin City.



(Left to right) James Parfitt, Dave Dann, Timmy Duggan and Ben Schmidt at the onshore NAIDOC Week event.

# Connecting with INPEX Aboriginal Scholarship recipients at UWA

INPEX was delighted to have recently participated in a meet-and-greet with INPEX Aboriginal Scholarship recipients at University of Western Australia (UWA). These scholarships support Aboriginal and Torres Strait Islander students with an undergraduate degree course at UWA.

INPEX representatives, including Vice President Operations and Reconciliation Action Plan (RAP) Champion Joe Vetter, enjoyed networking with the students and hearing about their exciting career plans post-graduation.

"These scholarships allow students to focus on their studies without financial stress. It's about helping them with essential funds and support so they can get the most out of their university experience," Joe said.

"It was wonderful to connect with the students and learn about their fields of study. They are exploring areas that are well-positioned for long and successful careers. Their futures are undoubtedly bright."

Degrees pursued by the current cohort include Engineering, Criminology, Conservation Biology, and Indigenous Knowledge Heritage.

2025 will mark a decade since the inception of the INPEX Aboriginal Scholarship at UWA, with a total of 20 students having benefited from the program during this time.

"As part of our commitments in our Stretch RAP, we are proud to support Aboriginal and Torres Strait Islander education participation and look forward to expanding the scholarship program in the coming years," Joe said.



*INPEX representatives with INPEX Aboriginal Scholarship recipients at UWA.*



INPEXAustralia



INPEX Australia



INPEX Australia



INPEXau

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.