

INPEX

*Reconciliation
Action Plan 2015*





Fire, Earth and Sea

Water flows and winds its way to the sea. This is the sacred place of our ancestors.

Ceremony by firelight keeps us connected to this land.

Over vast country the Creation Spirit forms the mountains, rivers, escarpments and valleys. We are Saltwater peoples connected to both land and sea.

Travelling through crystal blue waters the Spirit burrows deep within the earth's surface giving energy and life to all.

Artwork description

The central circle symbol represents INPEX's resource operations, and the connecting lines represent the energy that is provided from them. This artwork connects the land and sea throughout Australia where INPEX works.

The two serpents represent the Creation Spirits who created the land formations and waterways: blue for water, and red for earth and fire.

The connected lines and circles represent the many locations where INPEX works around the world. These lines celebrate the diversity within the INPEX family and represent INPEX showing respect and support for Aboriginal and Torres Strait Islander peoples within Australia and acknowledges their connection to land and sea.

The coloured backgrounds represent different country from Perth, or Nyoongar Country, in the South West of Western Australia, to the red earth of the Kimberley, across to Darwin and Larrakia Country, all of which are connected to the Saltwater.

The markings of the sea are derived from an ancient Japanese motif, Seigaiha, which translates to blue ocean wave. This blue wave brings all locations and cultures together, through the connection INPEX provides.

Riki Salam

Artist – Gilimbaa

Gilimbaa Indigenous Creative Agency

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Acknowledgment of Traditional Owners

INPEX is committed to recognising and respecting Aboriginal and Torres Strait Islander peoples whose cultures have existed in Australia for tens of thousands of years.

We wish to pay respect to their Elders – past, present and future – and acknowledge the important role Aboriginal and Torres Strait Islander peoples continue to play in the development of our business in Australia.





INPEX President Director, Australia Seiya Ito with INPEX Aboriginal personnel and RAP Working Group members.

Our vision for reconciliation

To recognise and respect the peoples and cultures that have existed in Australia for tens of thousands of years.

To engage appropriately with the communities in which we operate and for whom the land we will use is significant.

To work with Aboriginal and Torres Strait Islander peoples and communities wherever we are active in Australia with the aim of building sustainable, mutually beneficial relationships based on trust.

To celebrate milestones and achievements with our personnel as we develop and mature our external relationships and meet our community commitments.

President Director message

I am pleased to present the INPEX 2015 Reconciliation Action Plan (RAP). This is our third RAP and marks our company's ongoing commitment to reconciliation by building on successes and achievements of previous years and identifying new opportunities to create effective partnerships with Aboriginal and Torres Strait Islander peoples.

Importantly for us, the majority of initiatives from the 2014 INPEX RAP were achieved and progress is already being made to further enhance these outcomes in 2015.

To date, more than 600 Aboriginal and Torres Strait Islander peoples have been engaged through the onshore construction of the Ichthys LNG Project and 200 individuals have participated in training programs. This is a significant outcome and one we are immensely proud of.

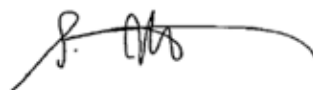
Our efforts in the business space have also delivered strong results with over 50 Aboriginal and Torres Strait Islander-owned businesses engaged on the Ichthys LNG Project across scopes of work totalling more than AU\$70 million. We are also looking to build capacity and capability through our partnership with the Northern Territory Chamber of Commerce and Indigenous Business Network providing Aboriginal and/or Torres Strait Islander owned businesses engaged on the Project access to a range of services and networking events.

These outcomes have been achieved through the development of strong internal and external professional working relationships between INPEX, our contractors, and Aboriginal and Torres Strait Islander peoples, businesses and organisations.

INPEX remains committed to ensuring its personnel participate in Aboriginal Cultural Awareness training in Perth and Darwin. With more than 750 participants so far, I am confident that we now have a much better understanding across the business of 'Aboriginal Ways of Working', the complex nature of communities and the importance of observing cultural and community protocols.

INPEX is a truly global company and we embrace the cultural diversity of our workforce in locations across many countries. We believe this diversity sets INPEX apart – we encourage it and we celebrate it.

As our business grows across Australia, I sincerely believe our commitment to Aboriginal and Torres Strait Islander peoples and the reconciliation process will continue to be a defining characteristic of our organisation.



Seiya Ito
President Director, Australia
INPEX
1 May 2015





Representative Director, President and CEO INPEX CORPORATION, Toshiaki Kitamura with performers from Maar Koodjal.

The INPEX story

INPEX CORPORATION is a worldwide oil and gas exploration and production company with a head office in Japan and is currently involved in more than 70 projects across 25 countries.

Present in Australia since 1986, INPEX Australia has worked hard to earn its place as a leading local explorer and producer of oil and natural gas.

Headquartered in Perth with offices in Darwin, INPEX Australia is active in the Timor Sea and the Carnarvon, Browse and Bonaparte basins.

INPEX Australia's portfolio includes the flagship Ichthys LNG Project and participating interests in Bayu-Undan / Darwin LNG, the Prelude FLNG project and the Van Gogh, Ravensworth, Coniston and Kitan oil fields.

INPEX is pursuing opportunities to further expand our presence in Australia. We hold interests in 13 exploration permits and retention leases, six of which we operate.

INPEX's activities in Australia represent investments of billions of dollars and comprise a number of joint ventures forging dynamic and exciting alliances.



Donna Bruce, Clint Evans and Bobby Cole from Kentz at the construction site of the onshore facility at Bladin Point.

Ichthys LNG Project

INPEX discovered the Ichthys gas and condensate field in the Browse Basin in 2000. Located about 220 kilometres offshore Western Australia, Ichthys represents the largest discovery of hydrocarbon liquids in Australia in more than 40 years.

The Ichthys LNG Project is currently in construction and is ranked among the most significant oil and gas projects in the world. The Project is a joint venture between INPEX (Operator), major partner Total, CPC Corporation Taiwan, and the Australian subsidiaries of Tokyo Gas, Osaka Gas, Kansai Electric Power, Chubu Electric Power and Toho Gas. A Final Investment Decision for the Ichthys Project was reached in 2012.

The Project is expected to produce 8.4 million tonnes of LNG and 1.6 million tonnes of LPG per annum along with 100,000 barrels of condensate per day at peak. Gas from the Ichthys Field will be exported to onshore facilities for processing near Darwin via an 889 kilometre pipeline.



Electrical Mechanic Damien Williams working with UGL Kentz at Bladin Point.



INPEX personnel and their families on a tour of the Katta Djinoong Gallery at the Western Australian Museum.

Our 2014 Reconciliation Action Plan

2014 was an important year for INPEX Australia, building on the achievements of the inaugural Reconciliation Action Plan (RAP) launched in 2013. The 2014 RAP challenged and committed the organisation to raise internal awareness of Aboriginal and Torres Strait Islander peoples' histories and cultures by providing opportunities for our personnel and their families to engage in a range of activities.

As the Ichthys LNG Project reached its 50 per cent construction completion milestone mid-year, the 2014 RAP focused on sharing the benefits of the Project with Aboriginal and Torres Strait Islander peoples. Employment, training and business engagement strategies were developed and implemented to maximise these opportunities.

Key 2014 achievements include:

- › More than 600 Aboriginal and Torres Strait Islander peoples engaged on the Ichthys Project construction workforce through the efforts and cooperation of Project contractors
- › Formal training across a range of construction skills provided to over 200 Aboriginal and Torres Strait Islander peoples through the Ichthys Project
- › Fifty-one businesses engaged on multiple contracts through the implementation of the Ichthys Project Aboriginal and Torres Strait Islander business engagement strategy
- › An Indigenous Business Capability Initiative established with the Northern Territory Indigenous Business Network and Northern Territory Chamber of Commerce and Industry.

The initiative funds membership of the Chamber for Aboriginal and/or Torres Strait Islander owned businesses working on the Ichthys Project, allowing them to access a range of business development and networking services.

In 2014, we supported relationships with Aboriginal and Torres Strait Islander communities in Perth, the Kimberley region of Western Australia and the Northern Territory through a range of initiatives including the Kimberley Foundation Ian Potter Chair in Rock Art at the University of Western Australia's Centre for Rock Art Research. Through this support INPEX looks forward to a program of sustained high-quality research that is socially responsive and ensures that this ancient cultural information is preserved for future generations of Aboriginal people and the broader community.

INPEX is committed to raising internal awareness within the company of Aboriginal and Torres Strait Islander peoples' cultures and histories. Significant progress has been made towards this goal:

- › More than 750 personnel have participated in Aboriginal Cultural Awareness training to date
- › Private tours of Western Australian Museum's Katta Djinoong Gallery were arranged for INPEX personnel and their families, to provide insights into the histories and cultures of Aboriginal and Torres Strait Islander peoples
- › INPEX actively participated in NAIDOC events in Perth, Palmerston and Darwin. Internal events were also held throughout the week in our Australian offices.



Redline Plumbing working on the Combined Cycle Power Plant for the onshore facility at Bladin Point.

Redline Plumbing

Local Darwin Aboriginal and Torres Strait Islander-owned business Redline Plumbing is one of the Ichthys LNG Project's great success stories, with the plumbing, civil construction and earthworks specialist successfully winning some significant packages of work on the Project.

Redline director Scott Maclean, a Territory local, established the business in 2008 as a one-man operation focused on domestic plumbing works in Darwin. Since then, the business has progressively grown and today employs more than 30 people.

The company attributes the Project for enabling it to build capacity, with opportunities presented by the Project enabling the company to showcase its capabilities and win additional work, as well as facilitating the company's move into larger scale works.

"It's a fantastic achievement to know that our business can meet the kinds of demands and standards that a project such as this requires," said Mr Maclean.



Celebrating local business success

In November 2014, the Ichthys LNG Project held a celebration dinner in Darwin to acknowledge the contributions of Aboriginal and Torres Strait Islander businesses that have been engaged on the Ichthys Project since construction commenced in 2012.

Over 120 people attended the event with representatives from more than 30 companies, the Northern Territory Government, Supply Nation and a range of Project sub-contractors.

The event was an opportunity to acknowledge success and recognise the contribution of these local businesses to the global supply chain building the Ichthys LNG Project.

Fifty-one Aboriginal and Torres Strait Islander businesses and more than 600 Aboriginal and Torres Strait Islander people have worked on the Project to date, with the vast majority coming from the Darwin region.

INPEX has also been directly involved in supporting Aboriginal and Torres Strait Islander businesses through our support of the Indigenous Business Capability Initiative in partnership with the Northern Territory Chamber of Commerce and Indigenous Business Network.

Internal governance and guidance

Formal accountability for implementation of the INPEX Reconciliation Action Plan (RAP) resides at the most senior level in Australia with our President Director. Oversight is provided through the RAP Steering Committee made up of senior leaders from across the organisation.

RAP Steering Committee

Mr Seiya Ito (Chair)	President Director Australia
Ms Irene Stainton	Senior Aboriginal Affairs Advisor
Mr Louis Bon	Managing Director Ichthys Project
Mr Hitoshi Okawa	Director Corporate Coordination
Mr Conor Walker (Sponsor)	Operations Director
Mr Bill Townsend (Sponsor)	General Manager External Affairs and Joint Venture
Mr Craig Hunter	General Manager Human Resources

RAP Working Group

The RAP Working Group is composed of INPEX Australia personnel who provide guidance to the RAP Steering Committee.

The Working Group represents a cross-section of the workforce including a number of Aboriginal personnel from various regions across Australia. They actively participate in the development of the RAP and raise awareness throughout the company.



Members of the 2015 RAP Working Group and some of INPEX's Aboriginal personnel.



INPEX personnel discussing the map of Aboriginal Australia.

INPEX 2015 Reconciliation Action Plan

Our commitments

In 2015, INPEX will continue its Reconciliation Action Plan (RAP) journey with a range of new actions and targets, building on 2014 efforts.

In close consultation with Reconciliation Australia and through the Innovate RAP framework, the key focus in 2015 will be to showcase the RAP and its initiatives within the business, improve awareness of reconciliation activities and to offer a range of opportunities for personnel to become involved.

Our 2015 RAP aims to:

- › Progress efforts to become a successful employer of Aboriginal and Torres Strait Islander peoples

- › Ensure that ongoing business and employment opportunities are provided to Aboriginal and Torres Strait Islander peoples as the Ichthys Project approaches its peak construction in Darwin
- › Build on relationships with the Aboriginal and Torres Strait Islander communities in our operational areas
- › Continue to provide opportunities for INPEX personnel and their families to learn about and understand the histories and cultures of Aboriginal and Torres Strait Islander peoples

The RAP is structured around the key themes of relationships, respect and opportunities.

Relationships	Respect	Opportunities
As a culturally diverse organisation operating in Australia, it is important for INPEX to build knowledge and awareness of Aboriginal and Torres Strait Islander cultures internally to assist with the continued development of trusting, mutually beneficial relationships	Respecting and acknowledging diverse cultures forms the basis of INPEX's engagement with all internal and external stakeholders, in particular with Aboriginal and Torres Strait Islander peoples and communities	Through its business activities, INPEX will lay the foundations for supporting sustainable, multi-generational economic participation for Aboriginal and Torres Strait Islander peoples and businesses, including support for cultural and social initiatives

2015 Actions

These actions help INPEX fulfil its 2015 Reconciliation Action Plan (RAP) commitments. They continue to build on our efforts in 2014 and are consistent with the requirements of Reconciliation Australia's Innovate RAP framework.



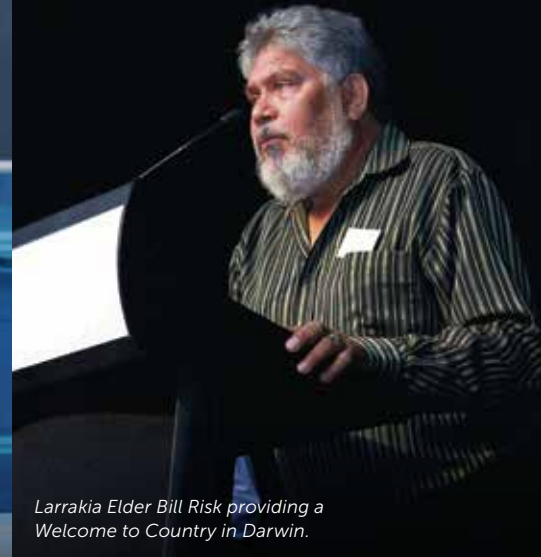
INPEX stand at the Top End NAIDOC Family Fun Day in Darwin.

Relationships

Action	Timeline	Deliverables	Responsibility
The RAP Working Group continues to actively monitor and participate in the development and implementation of the RAP with the aim of raising awareness of the program throughout INPEX in Australia	March 2016	RAP Working Group meets at least quarterly RAP Working Group members participate in internal and external RAP activities Encourage INPEX Aboriginal and Torres Strait Islander employees to participate in activities associated with the development and implementation of the RAP.	General Manager External Affairs and Joint Venture
To continue to celebrate National Reconciliation Week by raising the awareness of our personnel and building relationships with Aboriginal and Torres Strait Islander communities	June 2015	Hold a National Reconciliation Week event in our Perth and Darwin offices Make National Reconciliation Week material and information available to our personnel Support and participate in National Reconciliation Week events in Perth.	Director Corporate Coordination
To promote and strengthen greater relationships with Aboriginal and Torres Strait Islander peoples and communities in the areas where we operate	March 2016	Identify and support community events/ initiatives in Perth, the Kimberley region and Darwin that celebrate and promote Aboriginal and Torres Strait Islander peoples cultures and achievements Engage with at least one Aboriginal and Torres Strait Islander organisation in Perth and Darwin to share its story with our personnel Actively promote events which will enable participation of INPEX personnel and their families.	General Manager External Affairs and Joint Venture
To raise the awareness and understanding of the Reconciliation Action Plan program	March 2016	Regularly communicate the achievements and progress of the INPEX RAP to internal and external stakeholders Develop a RAP Awareness briefing pack which is made available to INPEX teams.	General Manager External Affairs and Joint Venture



Dennis Simmons from Maar Koodjal, Nyoongar Elders Irene Stainton and Marie Taylor with the Representative Director, President and CEO INPEX CORPORATION, Toshiaki Kitamura.



Larrakia Elder Bill Risk providing a Welcome to Country in Darwin.

Respect

Action	Timeline	Deliverables	Responsibility
To continue engaging personnel through INPEX's Aboriginal Cultural Awareness Training program	March 2016	Continue the implementation of the INPEX Aboriginal Cultural Awareness Training program Report annually on the participation of INPEX personnel in Aboriginal Cultural Awareness training Include question(s) relating to cultural awareness in the annual staff engagement survey.	General Manager Human Resources
To provide opportunities for personnel and their families to raise their awareness and understanding of Aboriginal and Torres Strait Islander histories and cultures	March 2016	Arrange internal activities in Perth and Darwin throughout the year to raise awareness and understanding of Aboriginal and Torres Strait Islander histories and cultures Arrange at least one external activity in Perth and Darwin for INPEX personnel and families to experience and learn about Aboriginal and Torres Strait Islander histories and cultures.	General Manager External Affairs and Joint Venture Director Operations
To continue to celebrate NAIDOC Week in the communities where the company operates and throughout the organisation	July 2015	Support NAIDOC Week events in the communities where we operate, in particular Perth and Darwin Hold a NAIDOC Week event in all our Australian offices Provide opportunities for Aboriginal and Torres Strait Islander personnel to attend local NAIDOC week events.	General Manager External Affairs and Joint Venture
To respect and acknowledge the cultural protocols of Aboriginal and Torres Strait Islander peoples	March 2016	Ensure all major INPEX events and external presentations comply with the Acknowledgment of Country protocol as set out in the Aboriginal and Torres Strait Islander Engagement Standard Include a Welcome to Country at all significant external INPEX events Include an Acknowledgment of Country at all significant internal events and external presentations Display an acknowledgment of Traditional Owners at all INPEX offices in Australia.	General Manager External Affairs and Joint Venture



The JKC Aboriginal and Torres Strait Islander employment team with Nicole Brown from INPEX.



Lorraine Motlop and Bo de la Cruz from the Palmerston Girls Academy.

Opportunities

Action	Timeline	Deliverables	Responsibility
To increase Aboriginal and Torres Strait Islander employment opportunities at INPEX	March 2016	<p>Implement a strategy to monitor and increase Aboriginal and Torres Strait Islander employment through proactive recruitment and retention activities</p> <p>Implement an INPEX Mentor Program to support the recruitment and retention of Aboriginal and Torres Strait Islander personnel</p> <p>Train INPEX Human Resources personnel to better identify, recruit and retain Aboriginal and Torres Strait Islander peoples.</p>	<p>Director Corporate Coordination</p> <p>General Manager Human Resources</p>
To contribute to educational outcomes for Aboriginal and Torres Strait Islander peoples	March 2016	<p>Launch the INPEX Aboriginal and Torres Strait Islander scholarship program</p> <p>Investigate work experience opportunities for Aboriginal and Torres Strait Islander peoples in our Australian offices.</p>	<p>Director Corporate Coordination</p> <p>General Manager Human Resources</p>
To build on the existing Ichthys Project Aboriginal and Torres Strait Islander business engagement strategy to increase supplier diversity within our business	March 2016	<p>Review use of the existing Ichthys Project Aboriginal and Torres Strait Islander business directory with a view to providing broader visibility across the organisation and further encouraging procurement from Aboriginal and Torres Strait Islander businesses</p> <p>Continue to provide capability and capacity building opportunities for Aboriginal and Torres Strait Islander businesses.</p>	<p>Managing Director Ichthys Project</p> <p>Director Corporate Coordination</p>
To continue to support and encourage the employment of Aboriginal and Torres Strait Islander peoples on the Ichthys Project construction workforce	March 2015	<p>Engage at least 650 Aboriginal and Torres Strait Islander peoples on the Ichthys Project onshore construction workforce (from the commencement of construction)</p> <p>Support training and skill development of Aboriginal and Torres Strait Islander peoples on the onshore construction workforce of the Ichthys Project.</p>	<p>Managing Director Ichthys Project</p>



Storeman Daniel Maher working with Kaefer at Bladin Point.



INPEX personnel reviewing the 2014 INPEX RAP.

Tracking progress and reporting

Action	Timeline	Deliverables	Responsibility
To provide a report on the RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in their Annual RAP Impact Measurement Report	Annually (September)	Complete RAP Impact Measurement questionnaire and submit to Reconciliation Australia Conduct an internal RAP engagement survey.	General Manager External Affairs and Joint Venture
To regularly communicate the achievements and progress of the INPEX RAP to internal and external stakeholders	March 2016	Provide bi-annual RAP updates.	General Manager External Affairs and Joint Venture

Contact details

For public enquiries about INPEX's RAP please contact Nicolas Wirtz, Senior External Affairs Officer 08 6213 6746, nicolas.wirtz@inpex.com.au.

What is reconciliation?

Reconciliation Australia defines reconciliation as building better relationships between the wider Australian community and Aboriginal and Torres Strait Islander peoples for the benefit of all Australians.

Reconciliation also means acknowledging Aboriginal and Torres Strait Islander peoples as the First Peoples of this land and the fact that their connection to the land and seas has existed for thousands of years.

Reconciliation has the aim of building sustainable, mutually beneficial relationships based on trust. This involves raising awareness and knowledge of Aboriginal and Torres Strait Islander histories and cultures, whilst encouraging actions where everyone plays their part. It involves acknowledging the past and building a strong future as a united Australian community.

2015 INPEX RAP Working Group members

<i>Irene Stainton</i>	<i>Senior Aboriginal Affairs Advisor</i>
<i>Nicolas Wirtz</i>	<i>Senior External Affairs Officer</i>
<i>Meredith Gibbons</i>	<i>Senior Corporate Social Responsibility Advisor</i>
<i>Juanita Roberts</i>	<i>Senior External Affairs Officer</i>
<i>Mary Durack</i>	<i>Community Relations Coordinator</i>
<i>Catherine Johnson</i>	<i>Manager Diversity, Inclusion and Wellbeing</i>
<i>Catherine Clissold-Jones</i>	<i>Geologist</i>
<i>Daniel Loden</i>	<i>External Affairs Advisor</i>
<i>Vanessa Kaiser</i>	<i>Learning and Development Advisor</i>
<i>Brett Williamson</i>	<i>Assistant Company Secretary</i>
<i>Terika Horwood</i>	<i>Administration Assistant Diversity, Inclusion and Wellbeing</i>
<i>Sue Towart</i>	<i>Australian Industry Participation Business Analyst</i>
<i>Nicole Brown</i>	<i>Team Assistant Commissioning Team</i>
<i>Balsam Sabiry</i>	<i>Graduate Engineer</i>
<i>Annamaria Greenwood</i>	<i>Senior Materials and Corrosion Engineer</i>
<i>Masafumi Irie</i>	<i>Senior Logistics Engineer</i>
<i>Eiji Ito</i>	<i>Contracts Engineer</i>

Copies of the INPEX Reconciliation Action Plan are available on the INPEX website (www.inpex.com.au/news/publications.aspx) and Reconciliation Australia's website (www.reconciliation.org.au).

INPEX

Reconciliation Action Plan 2015

