

# Reconciliation Action Plan

January 2022 – December 2022

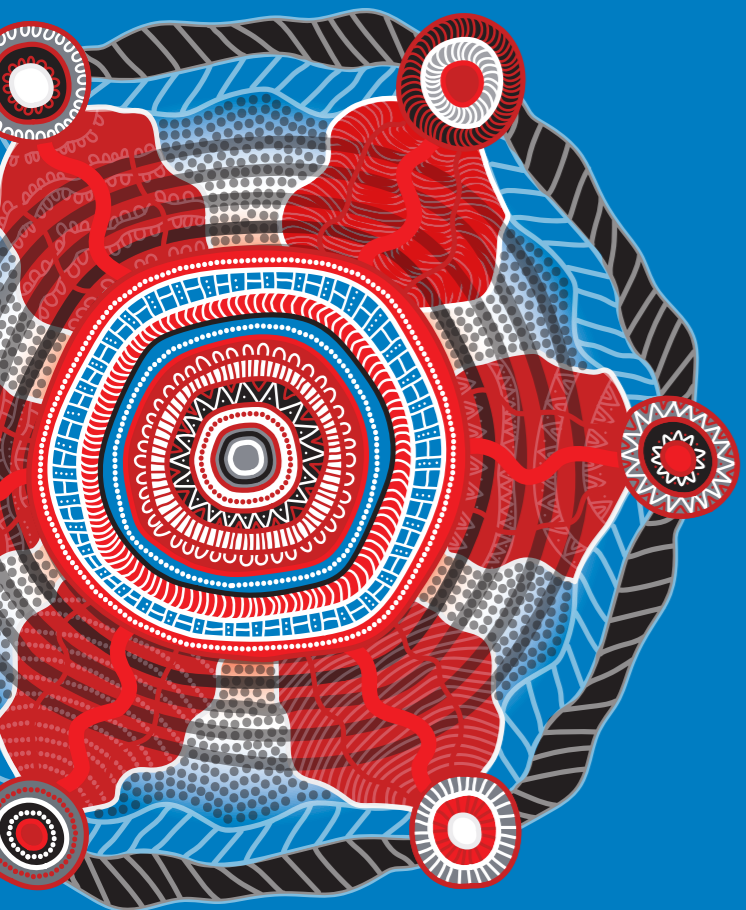


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## Acknowledgement

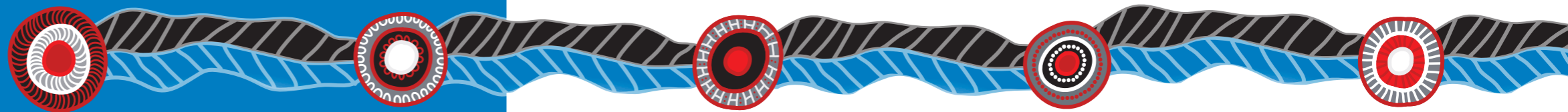
ConocoPhillips Australia acknowledges the Aboriginal and Torres Strait Islander peoples as the First Nations Peoples and Traditional Custodians of this land, and we pay our respects to Elders past, present and emerging. We celebrate the Aboriginal and Torres Strait Islander peoples' long histories, rich cultures and connection to the land, water and air.

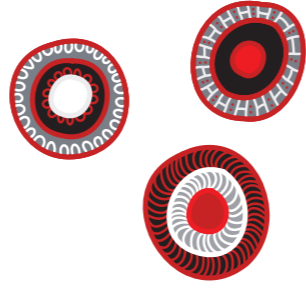
## Our Vision

Our vision for reconciliation is a workplace that has a genuine culture of inclusion that reflects our commitment to reconciliation. We aspire to be a workplace that recognises, acknowledges, and respects the histories of First Nations Peoples and walk together towards a reconciled future.

ConocoPhillips Australia is committed to ensuring that opportunities created through our business and supply chain are equitably accessible by Aboriginal and Torres Strait Islander peoples, businesses and organisations, with the intent to improve inclusion and participation. We recognise that to achieve this, we must first look to ourselves to ensure we create a community that is fair, inclusive, culturally sensitive, safe, and supportive.

Our vision is guided by transparency, accountability, trust, and respect for Aboriginal and Torres Strait Islander peoples.





## Reconciliation Australia CEO statement

Reconciliation Australia welcomes ConocoPhillips Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

ConocoPhillips Australia joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program’s potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program’s strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables ConocoPhillips Australia to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia’s reconciliation journey.

Congratulations ConocoPhillips Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

## Artwork Story

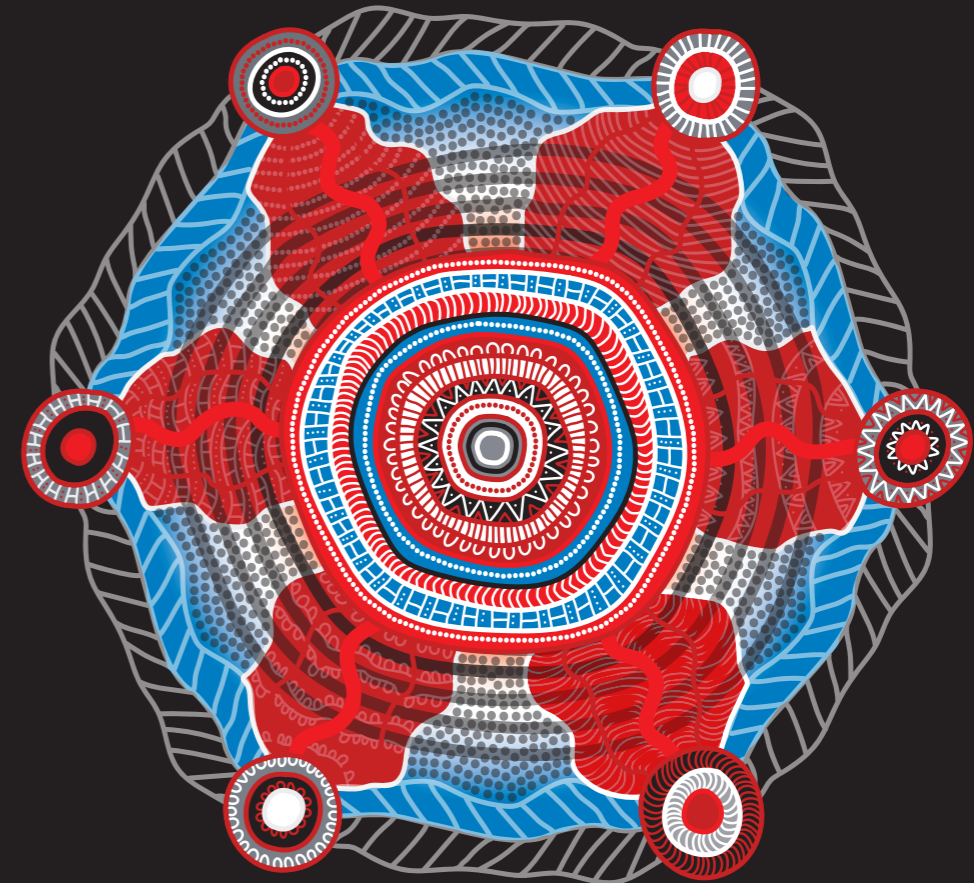
This artwork tells the story of ConocoPhillips Australia’s reconciliation journey and its formal commitment to mapping a path to supporting and contributing to a reconciled Australia through its Reconciliation Action Plan.

Our people are at the centre, united by our SPIRIT Values. As we take the first steps on this path together, the results of our actions must ripple far and wide. This means acknowledging the past, sharing the future, and contributing to awareness, respect, inclusion, and opportunities along the way.

As the journey winds forward, we must continue to deepen our understanding and respect for Aboriginal and Torres Strait Islander peoples, cultures, and histories, allowing us to learn and grow like never before.

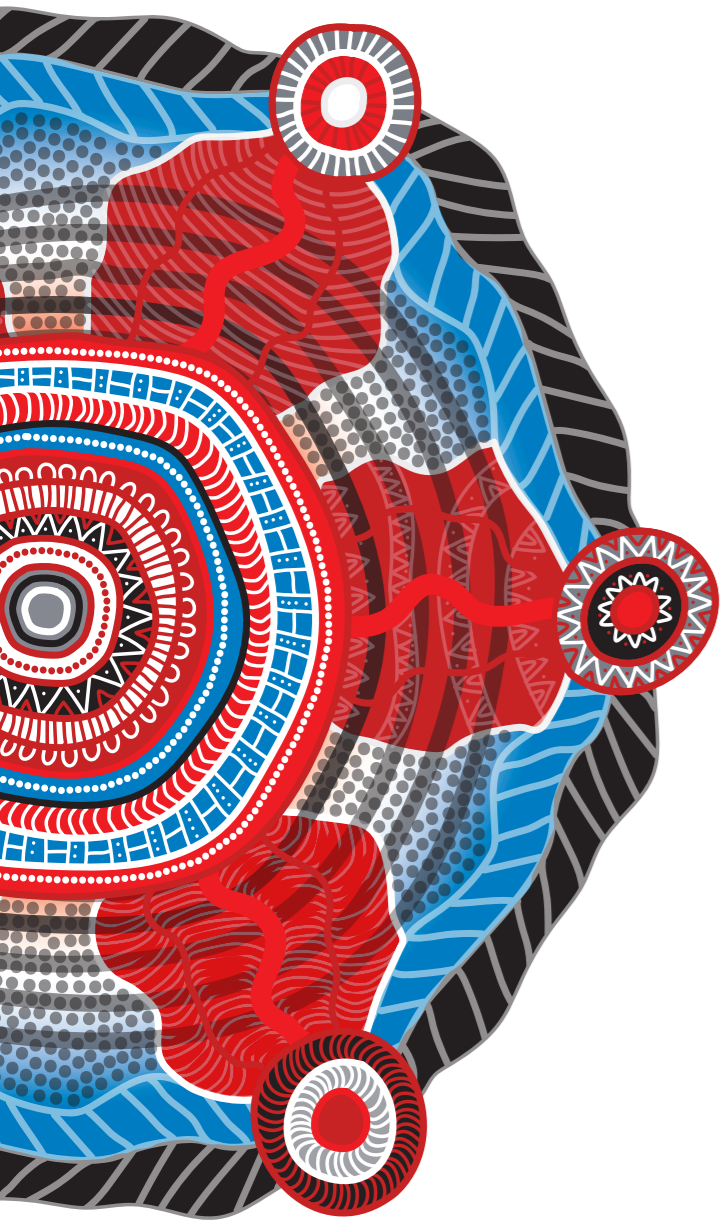
This story involves everyone at ConocoPhillips Australia, united and together, because it’s only together that we can bring about a truly reconciled Australia.

**Together We Believe. Together We Belong.**



“Together we believe. Together we belong.” Artwork by Wakka Wakka artist, David Williams





## Message from our President

As a global energy company, ConocoPhillips has a history of engagement with First Nations communities, including those in the United States, Canada and Australia. We strive to recognise the dignity of all human beings and foster an environment of inclusion that respects individual contributions and differences.

In Australia, our relationships continue to be built with Aboriginal and Torres Strait Islander peoples with transparency, courtesy, and trust. We know there is much to hear, learn and share as we move towards a future that is inclusive and respectful of the oldest living cultures in the world.

Our business in Australia is relatively young; however, we are taking meaningful steps in pursuing opportunities to support economic development consistent with Aboriginal and Torres Strait Islander communities' cultural values and community development plans. We are only at the start of our journey, and it will require commitment and courage from all of us to achieve a truly reconciled future.

We are pleased to share our Reflect Reconciliation Action Plan (RAP), which aims to formalise our commitment to reconciliation and to Aboriginal and Torres Strait Islander peoples in Australia.



**Khoa Dao**  
President  
ConocoPhillips Australia

## Message from our RAP Champion

ConocoPhillips Australia is committed to building respectful ongoing relationships with Aboriginal and Torres Strait Islander peoples in the communities where we are located. Over the last decade our business has worked to ensure that Aboriginal and Torres Strait Islander peoples and businesses participate in our workforce and supply chain. We have also supported community investment initiatives that align with local community objectives.

In recent years we have increased our knowledge about reconciliation in Australia and developed an understanding on how ConocoPhillips Australia can contribute to positive race relations. Learning about the RAP framework has also broadened our perspective on what respectful relationships with Aboriginal and Torres Strait Islander peoples, communities and businesses look like and how organisations like ours can contribute to this.

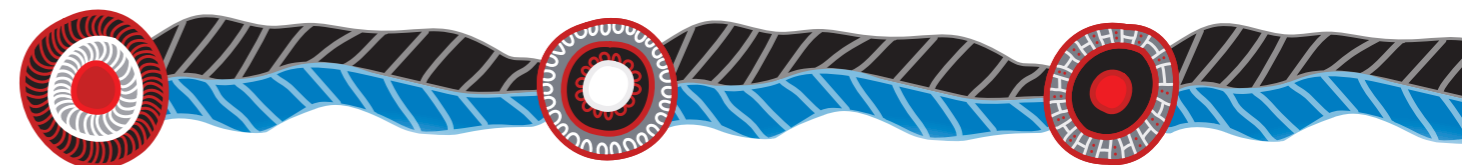
Starting our RAP journey with a Reflect RAP means that as a company and workforce, we have opportunity to define what our reconciliation journey will look like. Together we will map a path forward that is meaningful to our workforce and Aboriginal and Torres Strait Islander peoples.

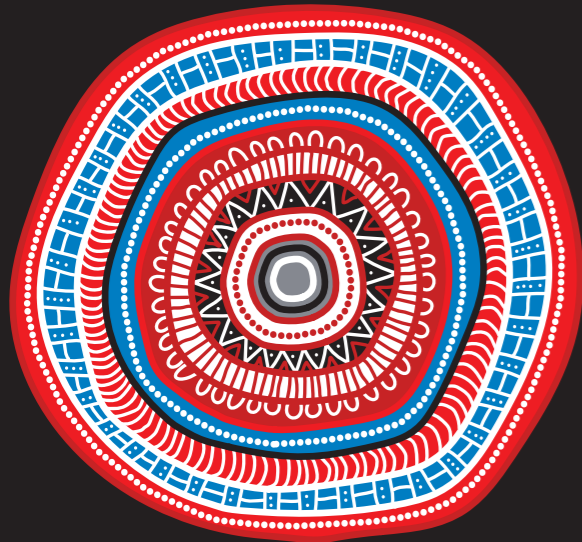
Our Reflect RAP aims to formalise our commitment to the national reconciliation movement. Through it we have mapped the practical steps ConocoPhillips Australia will take to explore and scope reconciliation actions and initiatives for our business.

I am proud to have championed the development of this Reflect RAP in our business and look forward to seeing this work progress over the next 12 months. This Reflect RAP is the formal commencement of our company's reconciliation journey and reiterates our ongoing commitment to Aboriginal and Torres Strait Islander peoples and communities, businesses, and organisations.



**Fiona McLeod**  
General Manager Government  
and External Affairs  
ConocoPhillips Australia





## Our Business

ConocoPhillips is an exploration and production company with global operations and activities. We explore for, develop, and produce crude oil and natural gas globally. A commitment to safety, operating excellence and environmental stewardship guides our operations.

ConocoPhillips Australia, headquartered in Brisbane, Queensland, is a 47.5 percent shareholder in Australia Pacific LNG and operates the liquified natural gas (LNG) production facility on Curtis Island, near Gladstone in Central Queensland which utilises state-of-the-art technology giving it a small environmental footprint. We also have exploration interests in the offshore Otway Basin in southern Australia.

ConocoPhillips Australia has an unwavering focus on safety, quality, and sustainability. We strive for continuous improvement by developing rigorous sourcing and contracting strategies, having consistent and reliable supply chain processes, and managing unique partnerships with our suppliers and contractors.

ConocoPhillips Australia is committed to maximising Australian local content and the engagement of Aboriginal and Torres Strait Islander peoples both directly and through our supply chain partners.

To support our operations and activities, we currently have a workforce of 426 employees and contractors of whom eight have identified within ConocoPhillips as Aboriginal and/or Torres Strait Islander people.

## Our Values

Our SPIRIT Values guide how we do our work across the ConocoPhillips organisation. We respect one another, recognising that our success depends upon our employees. We create an inclusive environment that reflects the diversity of backgrounds, experiences, ideas, and perspectives of employees.



### Safety

No task is so important that we can't take the time to do it safely. A safe company is a successful company.



### People

We respect one another. We recognise that our success depends upon the capabilities and inclusion of our employees. We value different voices and opinions.



### Integrity

We are ethical and trustworthy in our relationships with internal and external stakeholders. We keep our promises.



### Responsibility

We are accountable for our actions. We care about our neighbours in the communities where we operate. We strive to make a positive impact across our operations.



### Innovation

We anticipate change and respond with creative solutions. We are responsive to the changing needs of the industry. We embrace learning. We are not afraid to try new things.



### Teamwork

We have a "can do" attitude that inspires top performance from everyone. We encourage collaboration. We celebrate success. We win together.

## Our Reconciliation Action Plan

ConocoPhillips Australia is committed to working towards and achieving genuine and sustained reconciliation between Aboriginal and Torres Strait Islander peoples and the wider community. We aspire to contribute positively to race relations in Australia. We see the RAP framework as a way to measure and formalise our commitments to support reconciliation for which we are then accountable.

ConocoPhillips Australia recognises the enduring and unique connection to land and waters that Aboriginal and Torres Strait Islander peoples have, and we celebrate their ongoing contributions to Australia's political, economic and social landscapes. Through the implementation of the RAP our organisation is seeking to develop a deeper understanding of Aboriginal and Torres Strait Islander peoples, cultures, histories and contributions.

To do this we will broaden our approach to engaging with First Nations stakeholders and ensure we are seeking guidance and advice on RAP implementation and cultural learning opportunities for our workforce. Delivery of our RAP will be driven by the RAP Working Group we will form. This group will reflect the many functions of our business and RAP commitments and deliverables championed by senior leaders in our organisation. We will also work to develop a governance structure that ensures that First Nations voices are reflected in RAP decision making and that regular RAP reporting is supported and facilitated.

ConocoPhillips Australia acknowledges that the impact of colonisation, public policy, racial discrimination and prejudice has had a major effect on the lives of Aboriginal and Torres Strait Islander peoples and that many continue to face disadvantages as well as prejudice and racism as a result. Through the implementation of this RAP our organisation is seeking to understand, identify, and ultimately remove systems and processes that create a barrier to participation and instead, engage and create opportunities.

## Our Partnerships and Current Activities

ConocoPhillips Australia has engaged with Aboriginal and Torres Strait Islander peoples and invested in the Aboriginal and Torres Strait Islander communities in our operational areas in eastern Australia since our activities commenced in 2011.

In late 2018 ConocoPhillips Australia formed a cross-functional Indigenous Working Group with the objective of effectively delivering an Indigenous Participation and Inclusion Strategy to support education, supply chain and procurement collaboration opportunities, employment and training, engagement, and community investment outcomes across our business.

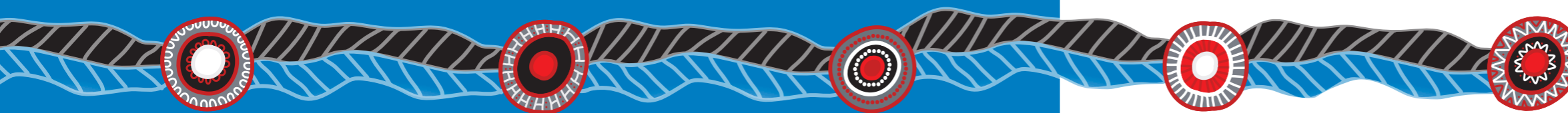
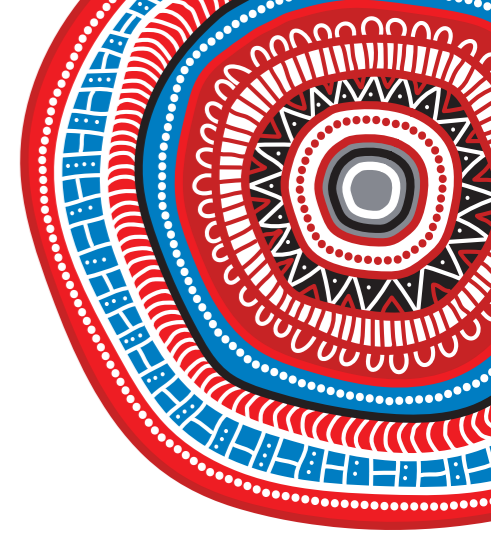
To date ConocoPhillips Australia's efforts have not been focused specifically or formally towards reconciliation; however, there is continuing support and recognition through the following initiatives:

- Sharing information about reconciliation with our workforce during National Reconciliation Week.
- Sharing information about NAIDOC Week and celebrating NAIDOC Week with our workforce.
- Financially supporting and attending local NAIDOC Week events.
- Financially supporting and attending local cultural connections festivals.
- Facilitating cultural awareness training for our workforce as part of our ongoing training and competency programs.

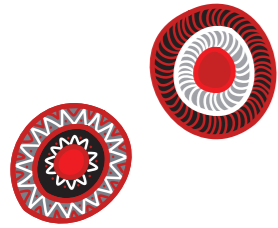
ConocoPhillips Australia has financially supported a range of Aboriginal and Torres Strait Islander-oriented community investment initiatives since 2011 amounting to a cumulative investment to date of more than one million dollars in Queensland. Our program support is weighted towards education and training programs, many of which are tailored to specific local area requirements. The below gives an overview of our current Indigenous focussed community investment activities.

### Indigenous Pathways Traineeship Program

ConocoPhillips Australia in partnership with Programmed Training Services are working together to create job opportunities for Gladstone locals identifying as Aboriginal and Torres Strait Islander peoples, who are looking to establish a career in the natural gas industry. This program has run annually since early 2020 and each year provides two Aboriginal and Torres Strait Islander trainees the opportunity to develop practical skills, through learning hands-on from experienced LNG professionals, and in a classroom environment. On successful completion, the training counts towards a Certificate II in Engineering Production.







### Yalari

In 2019 ConocoPhillips Australia joined the Yalari scholarship program, which is providing Aboriginal and Torres Strait Islander children from rural and remote communities across Australia the opportunity to receive a full boarding school scholarship for their entire secondary education. We have made a six-year commitment to the program to support the high school education of a female Aboriginal and/or Torres Strait Islander student.

### Indigenous Land and Sea Ranger Program

Through a public/private partnership with the Queensland Department of Environment and Science, ConocoPhillips Australia as Downstream Operator of Australia Pacific LNG, is supporting the Queensland Indigenous Land and Sea Ranger Program in Central Queensland. Through the program, Aboriginal and Torres Strait Islander Land and Sea Rangers deliver negotiated work plans that reflect Traditional Owner, local community, and Queensland Government priorities. Their activities include a wide range of conservation services including cultural burns, feral animal and pest plant control, soil conservation, cultural heritage site protection and biodiversity monitoring.

### Buraligim Weiber

The Buraligim Weiber program is focused on year three and year four students in the Gladstone region of Central Queensland. The program has been developed in partnership with the Central Queensland University with a focus on improving literacy and numeracy skills in young Aboriginal and Torres Strait Islander children. It introduces STEM concepts at a junior level through activities that surround culture, community and the environment.

### PREQIP

PREQIP is one of a suite of programs operated by Education Queensland Industry Partnerships (EQIP) Gladstone, supported by ConocoPhillips Australia since 2011. The program is open to year 10 Aboriginal and Torres Strait Islander students. The program promotes student engagement while developing employability skills and raising awareness of potential pathways through further study or a senior EQIP program.

### Cultural Awareness Training

Since 2016, ConocoPhillips Australia has engaged a specialist to deliver a day-long Aboriginal and Torres Strait Islander cultural awareness training to our workforce. Since inception over 200 employees and contractors have attended the training.

### National Reconciliation Week and NAIDOC Week

ConocoPhillips Australia participates in National Reconciliation Week activities and NAIDOC Week celebrations. This includes company-wide communications and awareness campaigns, and sponsorship and attendance at community-organised events. Working with local Elders, we have been able to have them attend our workplace and speak with our employees and share information about their culture and heritage.

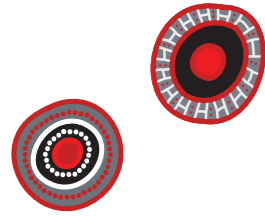


## Relationships



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	February 2022	<b>Lead:</b> RAP Champion <b>Support:</b> Manager Communities and Sustainable Development Senior External Affairs Advisor
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2022	Senior External Affairs Advisor
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 May – 3 June, 2022	<b>Lead:</b> RAP Champion <b>Support:</b> Senior External Affairs Advisor
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June, 2022	<b>Lead:</b> RAP Champion <b>Support:</b> Senior External Affairs Advisor
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June, 2022	<b>Lead:</b> RAP Champion <b>Support:</b> BU President





## Relationships

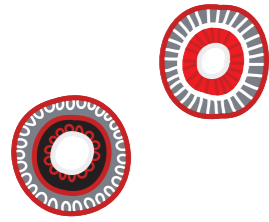


Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff.</li> </ul>	February 2022	<b>Lead:</b> BU President <b>Support:</b> RAP Champion & Senior External Affairs Advisor
	<ul style="list-style-type: none"> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> </ul>	February 2022	<b>Lead:</b> Manager Communities and Sustainable Development <b>Support:</b> Supply Chain Manager Senior HR Business Partner Senior Government and External Affairs Advisor
	<ul style="list-style-type: none"> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	May 2022	<b>Lead:</b> Manager Communities and Sustainable Development <b>Support:</b> Supply Chain Manager Senior HR Business Partner Senior Government and External Affairs Advisor
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>	April 2022	Senior HR Business Partner
	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	May 2022	Senior HR Business Partner

## Respect



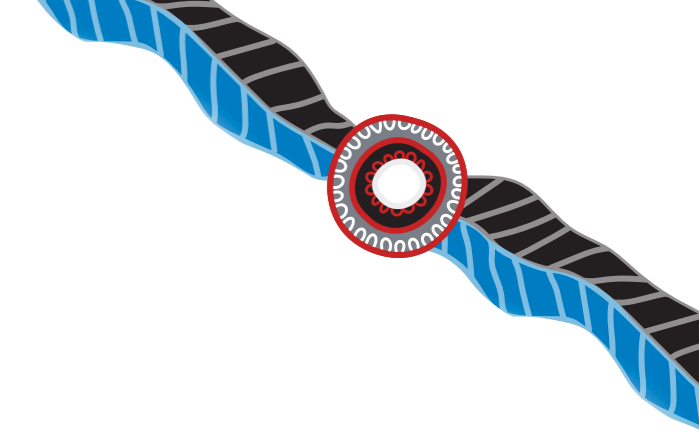
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> <li>Develop, implement and communicate a cultural learning strategy for our employees.</li> </ul>	May 2022	<b>Lead:</b> Training and Competency Supervisor <b>Support:</b> Training and Competency Analyst Senior HR Business Partner External Affairs Advisor
	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	March 2022	<b>Lead:</b> Training and Competency Supervisor <b>Support:</b> Training and Competency Analyst
	<ul style="list-style-type: none"> <li>Develop and incorporate an Aboriginal and Torres Strait Islander component in employee inductions program.</li> </ul>	May 2022	<b>Lead:</b> Senior HR Business Partner <b>Support:</b> Training and Competency Analyst
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.</li> </ul>	March 2022	<b>Lead:</b> RAP Champion <b>Support:</b> Manager Communities and Sustainable Development
	<ul style="list-style-type: none"> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	April 2022	<b>Lead:</b> Senior Government and External Affairs Advisor <b>Support:</b> RAP Champion BU President



## Respect



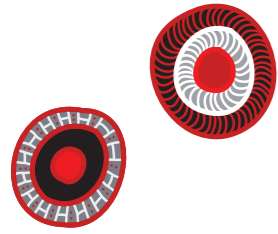
Action	Deliverable	Timeline	Responsibility
<b>7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	3 July – 10 July 2022	<b>Lead:</b> RAP Champion <b>Support:</b> BU President
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	3 July – 10 July 2022	<b>Lead:</b> RAP Champion <b>Support:</b> Manager Communities and Sustainable Development
	• RAP Working Group to participate in an external NAIDOC Week event.	3 July – 10 July 2022	<b>Lead:</b> RAP Champion <b>Support:</b> Manager Communities and Sustainable Development
	• Financially Support at least one external community NAIDOC Week Event.	3 July – 10 July 2022	Manager Communities and Sustainable Development



## Opportunities



Action	Deliverable	Timeline	Responsibility
<b>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	• Develop, implement and communicate a strategy for Aboriginal and Torres Strait Islander employment within our organisation.	June 2022	<b>Lead:</b> Senior HR Business Partner <b>Support:</b> RAP Champion Training and Competency Supervisor Supply Chain Manager
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2022	<b>Lead:</b> Senior HR Business Partner
	• Provide a minimum of two trainee opportunities annually for Aboriginal and Torres Strait Islander students looking to establish a career in the natural gas industry through Programmed Training Services.	May 2022	<b>Lead:</b> Training and Competency Supervisor <b>Support:</b> RAP Champion
	• Continue to financially support the Yalari Scholarship program to support the high school education of female Aboriginal and Torres Strait Islander students.	November 2022	External Affairs Advisor
	• Continue to financially support the Queensland Indigenous Land and Sea Ranger Program in Central Queensland.	April 2022	Manager Communities and Sustainable Development
	• Continue to financially support the PREQIP program to promote student engagement while developing employability skills.	April 2022	Manager Communities and Sustainable Development
	• Continue to financially support the Buraligim Weiber program aimed to introduce STEM concepts to year three and year four Aboriginal and Torres Strait Islander students.	April 2022	Manager Communities and Sustainable Development



## Opportunities



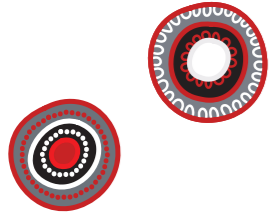
Action	Deliverable	Timeline	Responsibility
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> <li>Develop, implement and communicate a strategy for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> </ul>	July 2022	<b>Lead:</b> Supply Chain Manager <b>Support:</b> Senior Logistics Specialist RAP Champion
	<ul style="list-style-type: none"> <li>Investigate Supply Nation membership.</li> </ul>	September 2022	<b>Lead:</b> Supply Chain Manager
	<ul style="list-style-type: none"> <li>Increase number of supplier companies reporting on engagement and inclusion of Aboriginal and Torres Strait Islander peoples in employment, sub-contractor activity, and supply chain.</li> </ul>	November 2022	<b>Lead:</b> Supply Chain Manager

## Governance



Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Form a RWG to govern RAP implementation.</li> </ul>	March 2022	<b>Lead:</b> RAP Champion <b>Support:</b> Manager Communities and Sustainable Development Senior Government and External Affairs Advisor
	<ul style="list-style-type: none"> <li>Draft a Terms of Reference for the RWG.</li> </ul>	May 2022	RAP Champion
	<ul style="list-style-type: none"> <li>Establish Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	March 2022	<b>Lead:</b> RAP Champion <b>Support:</b> Manager Communities and Sustainable Development Senior Government and External Affairs Advisor
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>	January 2022	<b>Lead:</b> RAP Champion <b>Support:</b> BU President
	<ul style="list-style-type: none"> <li>Engage senior leaders in the delivery of RAP commitments.</li> </ul>	February 2022	<b>Lead:</b> RAP Champion <b>Support:</b> Manager Communities and Sustainable Development Senior Government and External Affairs Advisor
	<ul style="list-style-type: none"> <li>Define appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>	March 2022	<b>Lead:</b> Supervisor CMER and Contractor Management





## Governance



Action	Deliverable	Timeline	Responsibility
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Contact Reconciliation Australia to ensure that our primary and secondary contact are up-to-date to ensure we are receiving important correspondence.	June 2022	Senior External Affairs Advisor
	• Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	August 2022	Senior External Affairs Advisor
	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2022	<b>Lead:</b> RAP Champion <b>Support:</b> Senior Government and External Affairs Advisor
13. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	September 2022	<b>Lead:</b> RAP Champion <b>Support:</b> Senior Government and External Affairs Advisor

## Contact Details

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