



INPEX



INPEX Australia

Modern Slavery Statement 2023

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This Modern Slavery Statement (Statement) is published by INPEX Operations Australia Pty Ltd (IOAPL) (ABN 48 150 217 262), which is a reporting entity under the *Modern Slavery Act (Australia) 2018 (Cth)* (Act). Our registered office is located at Level 22, 100 St Georges Terrace, Perth, Western Australia, 6000. This Statement covers INPEX group companies including subsidiary entities undertaking business in Australia (for the purposes of this Statement the “INPEX Australian Entities”). The INPEX Australian Entities are managed by policies, systems and processes that are applied across all operations.

¹The Statement is the fourth Modern Slavery Statement made under the Act and for the reporting period 1 January 2023 to 31 December 2023. The Statement addresses all mandatory reporting criteria under the Act including actions taken by the INPEX Australian Entities to assess and address modern slavery risks in their operations and supply chains. Modern slavery risks and impacts of INPEX global activities are addressed in the INPEX CORPORATION’s Modern Slavery Statements published annually pursuant to the *UK Modern Slavery Act 2015*. This Statement has been endorsed by INPEX CORPORATION and was approved by the IOAPL Board on 25 June 2024.



President Director's message

I am pleased to share INPEX Australia's fourth Modern Slavery Statement.

Modern slavery remains a global issue. We recognise the important role we play in identifying and addressing these risks within our operations and supply chain. This statement reflects our commitment to mitigating these risks.

In 2023, we improved our understanding of modern slavery risks throughout our supply chain and strengthened our prevention practices and policies.

A key achievement this year, was the completion of our modern slavery action plan, as well as appointing an executive sponsor and formalising our modern slavery steering committee and working group. The implementation and ongoing monitoring of this action plan mark a significant milestone in our progress.

Awareness and collaboration are essential to eliminating modern slavery. Moving forward into 2024 and beyond, we will continue to work with our supply chain partners to deepen our understanding of our spend and risk profile.

As we expand our new energy business, the awareness and prevention of modern slavery remains a key focus across our project portfolios.

INPEX is committed to playing its part in Australia's efforts to protect vulnerable people from modern slavery globally.

Tetsu Murayama

President Director INPEX Australia

Key actions in reporting period

Our key modern slavery risk management actions for 2023 were focused on three key areas:

Corporate Governance and Risk	Supply chain	Training and Awareness
<ul style="list-style-type: none">• Formalised Modern Slavery Steering Committee, Modern Slavery Working Group and appointed an Executive Sponsor. Roles and responsibilities defined in Terms of Reference documents• Finalised modern slavery action plan for implementation and monitoring• Delivered a whistleblower process and system awareness raising campaign internally and externally• Completed internal risk identification and assessment exercise for supply chain• Completed focused internal risk assessment exercise for the INPEX-operated Wheatbelt Connect Project	<ul style="list-style-type: none">• Conducted end-to-end supply chain process mapping exercise related to modern slavery, strengthening governance within our modern slavery risk framework• Increased modern slavery due diligence steps with additional assessment criteria and governance protocols against tendered work• Rolled out supply chain modern slavery risk assurance register and ongoing monitoring via risk management software for potential human rights violations• Reviewed and updated General Conditions Clauses	<ul style="list-style-type: none">• Published 2022 Modern Slavery Statement• Continued participation in Human Rights Resources and Energy Collaborative Working Group (HRREc) meetings

These actions are discussed in more detail under:

"Criteria 4: Actions taken to assess and address modern slavery risks" on page 16



Criteria 1 and 2: Our structure, operations and supply chain

About INPEX

At INPEX, we are committed to meeting the world's growing demand for reliable affordable and clean energy. This means developing, producing and delivering energy in a sustainable way, as we achieve our target of net-zero carbon emissions by 2050.

Listed on the Tokyo Stock Exchange, INPEX CORPORATION is involved in energy projects across multiple continents. INPEX Australia (INPEX) is one of INPEX CORPORATION's five core business areas along with Europe, Abu Dhabi, Southeast Asia and Japan.

INPEX Vision@2022 outlines INPEX CORPORATION's long-term strategy and medium-term business plan, to deliver sustainable energy solutions, building on our **Business Development Strategy – Toward a Net Zero Carbon Society by 2050**.

INPEX values

Our INPEX values guide our actions and relationships - we place great importance on mutual respect and trust between Traditional Owners, government, business and local communities.

These values form the basis for how we work together on every INPEX site around the world. Our commitment to modern slavery risk management and our broader respect for human rights links closely to our company values.

For further information about INPEX CORPORATION, please refer to:

<https://www.inpex.co.jp/english/company>



INPEX in Australia

Organisational structure

INPEX CORPORATION's Australian-based entities are governed in accordance with the corporations laws of Australia and Japan.

Please refer to Table 1 in the appendix for an overview of our INPEX Australian entities covered by this statement.

Our operations

Our Australian energy portfolio includes Ichthys LNG which we operate, plus participating interests in Prelude FLNG, Darwin LNG, Van Gogh and Ravensworth.

INPEX is actively pursuing carbon capture and storage opportunities to help reduce greenhouse gas emissions from Ichthys LNG. We are also supporting the proposed Low-emissions CCUS Hub (Hub) concept in Darwin in a multi-industry collaboration in partnership with the Northern Territory Government, CSIRO and other Hub participants.

Our Australian new energy business is supporting a more sustainable tomorrow through renewable energy initiatives, native revegetation, carbon farming and future biofuels interests. In Western Australia, our Wheatbelt Connect collaboration with ANZ and Qantas offers promising long-term economic and environmental benefits for mallee plantations to generate Australian Carbon Credit Units. The project also offers a potential opportunity to produce sustainable aviation fuel development .

In July 2023, INPEX purchased a 50 percent stake in Enel Green Power Australia (EGPA). EGPA is currently engaged in renewable energy operations including wind, solar, storage and hybrid projects, alongside expanding its activities in innovative solutions within its retail and trading operations.

In August 2023, we announced an agreement to jointly acquire acreage, known as 'Cash Maple', from PTTEP Australasia. This acquisition, located off the northern coast of Western Australia, includes an already discovered resource. This will directly support Ichthys LNG's long-term production volume – and continued security of supply for our customers.

More information about INPEX's Australian projects is available at:

www.inpex.com.au/projects





INPEX activities in Australia

Ichthys LNG

- INPEX-operated (66.245 per cent)
- In production since 2018

Prelude FLNG

- Shell-operated (INPEX interest 17.5 per cent)
- In production since 2018

Van Gogh

- Santos-operated (INPEX interest 47.499 per cent)
- In production since 2010

Ravensthorpe

- Woodside-operated (INPEX interest 28.5 per cent)
- In production since 2010

Wheatbelt Connect

A joint venture between INPEX, ANZ and Qantas, Wheatbelt Connect works with Landowners to accelerate Australia's clean, carbon-neutral future.

- Located in the Shire of Moora, Western Australia.
- An integrated project of native revegetation, carbon farming and future biofuels interests.

Enel Green Power Australia

In July 2023, INPEX acquired 50% of Enel Green Power Australia's assets including:

Solar Farms

Bungala 1 and 2

- Located near Port Augusta, in South Australia.
- Commenced full production in 2020.

Cohuna

- Located near Cohuna, in Victoria.
- Commenced generating at full capacity in 2022.

Girgarre

- Located in the Shire of Campaspe, in Victoria.
- Will entail the construction and operation of approximately 167,500 photovoltaic modules and the related civil and electrical infrastructure.

Quorn Park Hybrid

- Located in the Parkes Shire, New South Wales.
- Will consist of construction and operation of a solar farm consisting of photovoltaic modules, a Battery Energy Storage System and related civil and electrical infrastructure.

Wind Farm

Flat Rocks Stage 1

- Located in the Great Southern Region of Western Australia.
- Will consist of 18 wind turbines and the related civil and electrical infrastructure.



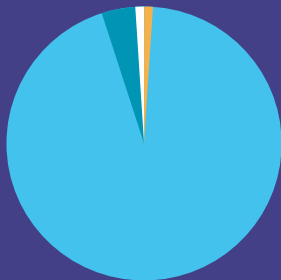
Our people

In 2023, approximately 1,300 people were directly employed by INPEX Australia Pty Ltd (IAPL), with employees working in Perth, Western Australia, and Darwin, Northern Territory, as well as on our offshore facilities within Australian Commonwealth waters.

The below captures the location and employment type of INPEX employees (which is publicly reported through Workplace Gender Equality Agency (WGEA) submissions).



Employment type



- Full time **1,221 (94%)**
- Part time **60 (5%)**
- Casual **12 (1%)**
- International **9 (1%)**

Total employees 1,293



Our supply chain

INPEX is committed to procuring products and services in a responsible manner, respecting human rights and the environment. In 2023 we sourced products and services from 1,200 direct suppliers with a total spend over USD 1.5 billion. We sourced goods and services from a total of 35 countries. Notably, spend with Australian based businesses accounted for nearly 90% of our total spend.

Total spend	Total no. of suppliers	Total procurement categories
USD 1.57B	1,200	10
Percentage spend top five countries	Top 5 Supplier countries	Top five spend categories
98%	<ul style="list-style-type: none">• Australia• Singapore• Italy• Norway• Great Britain	<ul style="list-style-type: none">• exploration, drilling and well completions• logistics• contract and temporary labour• engineering and capital project construction services• industrial services



Criteria 3: Modern slavery risks in our operations and supply chains

To better understand our relationship to modern slavery risks, we draw on the *United Nation's Guiding Principles on Business and Human Rights* (UNGPs) 'continuum of conduct' as outlined in the Commonwealth Government Guidance. This Policy identifies three areas that companies can be involved in modern slavery:

- risk that we may cause modern slavery practices through the use of exploited labour in our operations
- risk that we may contribute to modern slavery practices if our actions or omissions contribute to another party causing the impact (for example, by facilitating, enabling or incentivising it)
- risk that we may be directly linked to modern slavery practices through the activities of another entity we have business relationship with (for example, our suppliers).

Operational risks

With our direct operations located in Australia we consider there to be a low risk of modern slavery relating to our workforce. This risk is mitigated by INPEX CORPORATION's policies and procedures, established human resource (HR) and industrial relations (IR) policies and procedures and ongoing monitoring.

Our Business Code of Conduct applies to all personnel. Established accessible grievance procedures, anonymous whistleblowing hotlines and statutory whistle-blower protections are part of our human resources framework.

Together with INPEX CORPORATION's policies and standards, and a strong regulatory environment in Australia, our direct operations have a low risk of exploitation and modern slavery. Our own workforce has written employment contracts underpinned by clear and accessible HR policies which reflect legislative entitlements. Where applicable, the terms of statutory industrial instruments such as Modern Awards and the INPEX Operations Enterprise Agreement are also applied. We conduct annual internal assurance activities to ensure we are compliant with and have capacity to respond to any changes to workplace legislative entitlements. An example of this is our HR team conducting a Modern Award audit exercise to ensure we are compliant with the Fair Work Commission's increases to Modern Award rates that take effect from 1 July each year.

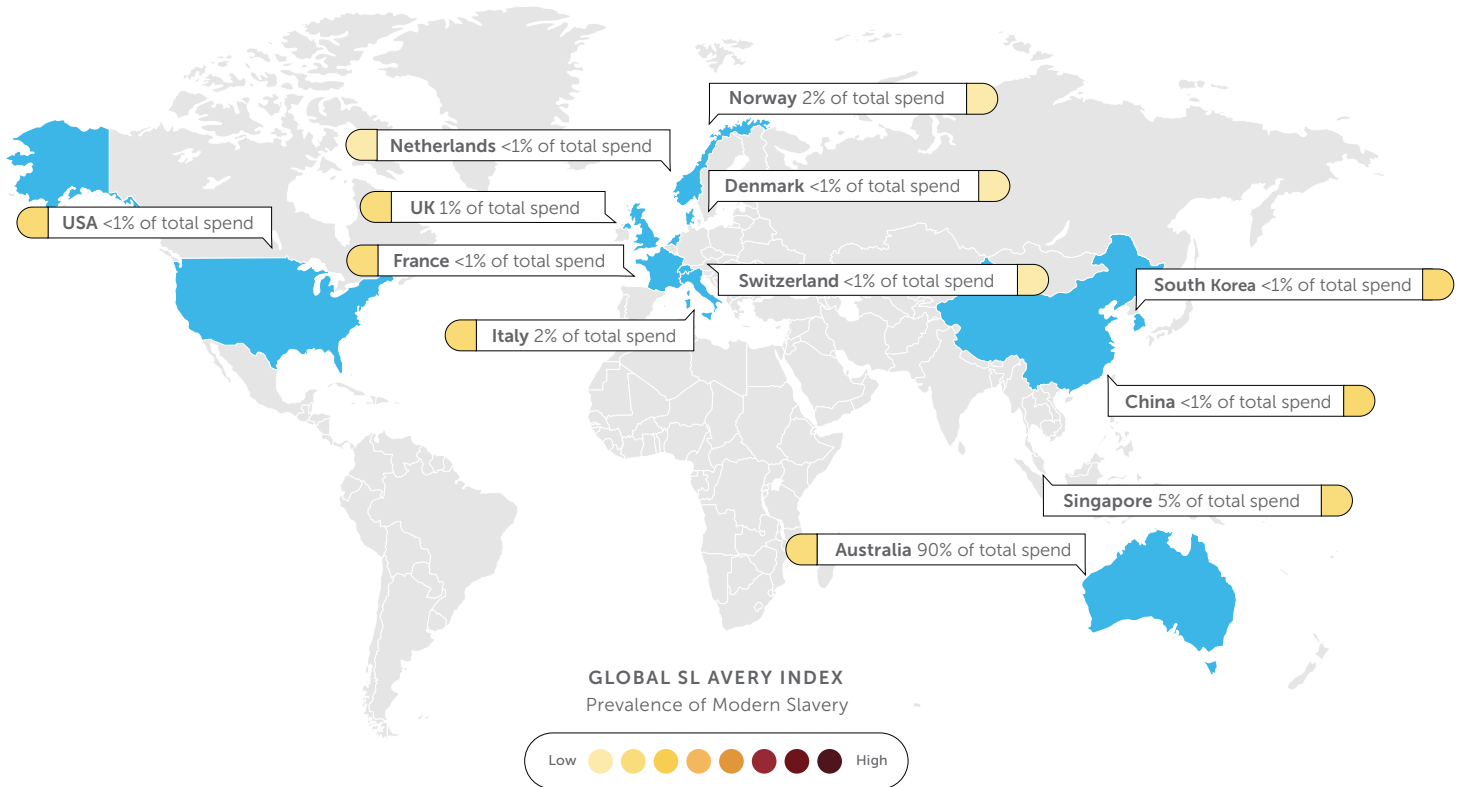
We also have strong IR controls in place for labour hire contractors in Australia and require recruitment companies to comply with our requirements. Our contractors are required to undertake Visa Entitlement Verification Online (VEVO) checks on their workers to ensure appropriate immigration status work rights.

No instances of modern slavery were identified in our operations during 2023 or received through our grievance mechanism processes.

Supply chain risks

The map below illustrates INPEX's spend profile by region relative to modern slavery prevalence for countries where annual spend is greater than A\$1 million. It outlines percentage of annual spend by country from which INPEX sourced goods and services in 2023, and the prevalence of modern slavery occurring in those countries as per the Global Slavery Index (GSI).

Spend by geographical location in 2023



Whilst the majority of our 2023 spend continues to be with Australian-based suppliers and regions recognised as a low-risk country in the 2023 GSI, we recognise that the potential for modern slavery risks exist within our supply chains. Our modern slavery supplier due diligence process will continue to focus on identification of higher risk categories, countries and suppliers in 2024.

Criteria 4: Actions taken to assess and address modern slavery risks

We have progressed implementation of opportunities identified in the [previous reporting period](#). This has assisted us in gaining a better understanding of our current risks and gaps, as well as identifying further improvement opportunities to effectively assess and address modern slavery risks.

For INPEX, an effective response to modern slavery risk management will include a strong modern slavery governance framework including clear business commitments; training and communication for our workforce; a supplier risk framework and engagement process; clear communication and an accessible and transparent grievance and remedy process.

Corporate governance and risk

Governance

While INPEX's approach to modern slavery sits within our broader INPEX CORPORATION approach to human rights, in 2023 we formalised a governance framework specific to modern slavery risk management across our Australian operations.

The INPEX Operations Australia Pty Ltd (IOAPL) Board are responsible for maintaining a system of risk management, governance and controls across all business operations, supported by executive management. INPEX's approach to modern slavery risk management is overseen by the Board.

In 2023, an Executive Sponsor was appointed, and the INPEX Modern Slavery Steering Committee (Steering Committee) and INPEX Modern Slavery Working Group (Working Group) were formalised. Roles and responsibilities are defined in Terms of Reference documents.

The Steering Committee makes strategic decisions and recommendations to the Board of IOAPL about INPEX's modern slavery approach aligned with its business objectives and goals, as well as providing oversight and direction to the Working Group.

The Executive Sponsor is responsible for ensuring the Working Group is resourced appropriately and progress is made in support of the approved action plan. All actions have an identified owner and associated timeframe for completion. Regular updates are provided to the Steering Committee.

The Working Group informs and advises the Steering Committee on modern slavery related issues and INPEX's role in managing and mitigating modern slavery risks. The Working Group focuses its efforts on the development, implementation, monitoring and review of the INPEX Modern Slavery Action Plan.

The Steering Committee and Working Group is made up of a diverse set of representatives from the following parts of the business:

- Supply Chain
- Corporate Affairs
- Legal
- People and Collaboration
- HSEQ, Risk and Assurance
- Development
- New Energy Business Australia
- Implementation
- Audit

Our Supply Chain team is responsible for implementing the modern slavery supplier risk framework.

In 2023 we finalised our Modern Slavery Action Plan for ongoing implementation by the Working Group. Progress is monitored by the Executive Sponsor and Modern Slavery Steering Committee.

We also completed an internal risk identification and assessment exercise for supply chain, identifying preventative and mitigating controls which will be monitored quarterly. In addition, we conducted a focused internal risk assessment exercise for the INPEX-operated Wheatbelt Connect Project, identifying preventative and mitigating controls.

Policies and compliance

INPEX complies with Australia’s laws in relation to respecting the rights and freedoms of individuals, and our internal policies and standards reflect this approach.

Please refer to Table 2 in the appendix for a summary of the policies and processes that inform our approach to managing modern slavery risks and broader human rights issues and impacts. While some of these policies are INPEX CORPORATION policies, all are applicable to our Australian operations. There were no changes to these in the reporting period.

In 2024, we will continue to review and update our policies as required to reflect the changing legislative landscape and enhanced modern slavery risk management processes and human rights due diligence expectations.

Remediation

We are committed to providing effective remedy in instances where we have identified that we may have caused or contributed to modern slavery impacts. Responses to instances of modern slavery are guided by our Human Rights Policy and our general approach to risk management.

Reporting incidents and issues

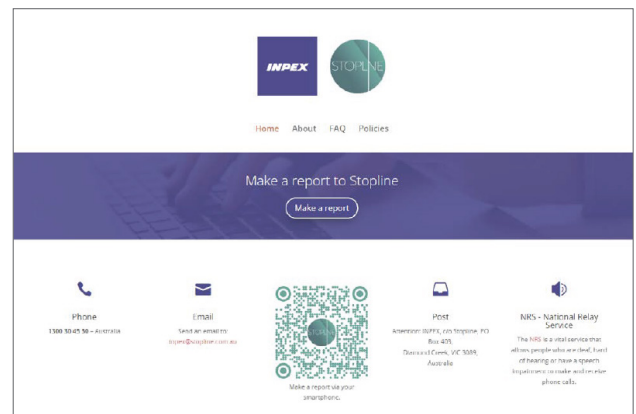
INPEX has a mature incident response and management system in place which includes an Incident Reporting and Investigation Procedure and Incident Reporting system.

Grievance

Our independent, confidential and anonymous grievance mechanism, the Sodan Hotline, remained available to all INPEX personnel and supplier personnel during 2023. The Hotline continues to be managed by an external provider, Stoptline, and is accessible from our website, referenced in supplier contracts and our Supplier Code of Conduct (refer here: <https://inpex.stoplinereport.com/>)

Personnel are encouraged to report any genuine suspected serious misconduct or malpractice, including human rights violations involving modern slavery or exploitation suspected to be occurring at INPEX or within its supply chain.

In 2023, we continued to work to ensure our grievance mechanisms remain trusted and accessible, available internally and externally. The Hotline is promoted via posters across INPEX sites and offices and through



internal training sessions. In 2023, we actively communicated our Whistleblower Policy and System to our personnel using Intranet stories.

We continue to require our key suppliers to have a grievance process in place for their workforces. Key issues raised by our supplier workforces are monitored through regular meetings with our suppliers to ensure they are addressed appropriately.

Supply chain

Throughout 2023 and early 2024 we have focused on end-to-end process management and developing a deeper understanding of our supply chain spend and risk profile.

Our pre and post award activities implemented during 2023 included:

1. Created a Supply Chain Modern Slavery risk process management map strengthening governance within our Modern Slavery Risk Framework.
2. Increased due diligence steps with additional assessment criteria and governance protocols against tendered work.
3. Developed a Supply Chain Modern Slavery risk assurance register and conducted ongoing monitoring via risk management software for potential human rights violations.

Our Modern Slavery Risk Framework has been embedded into our business process. The modern slavery self-assessment questionnaire (SAQ) continued to be issued to all tenderers in 2023. The SAQ consists of a common set of questions developed collaboratively in 2019 with industry peers. All tenderers are required to complete the SAQ which forms part of INPEX's Invitation to Tender process and enables us to determine a supplier risk profile.

We have implemented a comprehensive due diligence process that looks equally across category risk and geographical risk (as per the Global Slavery Index) and the supplier risk profile.

Supplier risk profile assessment includes analysis of:

- employment conditions;
- human rights policies and process;
- grievance and redress mechanisms; and
- compliance with United Nations ILO Conventions that prohibit child labour, forced labour, bonded labour, and human trafficking.

Based on our due diligence process and associated risk analysis undertaken, there has been no evidence of modern slavery occurring in our supply chain in 2023.

Contracts

In 2023, our Human Rights Clause in the General Conditions of Contract (including Purchase Orders) underwent review and updating. The General Conditions now include additional wording to provide us with more transparency around the occurrence or suspected occurrence of modern slavery and remediation efforts, as well as access to information and support from suppliers where required.

We continue to mandate for direct services to develop and commit to a Human Resources and Industrial Relations Management Plan (HRIRMP). Our Industrial Relations (IR) team reviews these agreements as

needed, and regular audits are conducted on the HRIRMP.

As part of the tender evaluation process, potential suppliers are assessed regarding employment engagement methods. This requires personnel to be employed under written employment contracts which are in accordance with applicable laws, such as meeting minimum pay rates under associated industrial regulation benchmarks.

Our anti-bribery and anti-corruption (ABC) risk assessment tool was upgraded in 2023 as part of our ongoing efforts to improve ABC risk monitoring, including human rights and modern slavery risk monitoring. Potential suppliers are required to complete an (ABC) questionnaire. Answers to the questionnaire are reviewed internally to identify any existing or potential risks. Depending on the complexity of the scenario and types of risks involved, we then seek advice from external experts. Once the risk screening process is complete, the evaluation results are provided to the requester for required actions.

In 2023, our ABC risk assessments found that INPEX had not engaged with suppliers that had an indication of risks associated with human rights and modern slavery.

Training and awareness

In 2023, we strengthened staff and senior management's understanding and engagement with modern slavery. Our focus was on broadening the awareness of senior management, and utilised senior management meetings and forums to deliver modern slavery information shares, targeted presentations covering modern slavery forms and prevalence, modern slavery practices and improving understanding of supply chain risks and vulnerabilities.

In 2024, we will be conducting an internal training needs assessment to identify areas of the business that may require further targeted training.

Industry collaboration

INPEX views cross-industry collaboration as crucial in assessing and addressing modern slavery risks, given the significant challenges and complexities.

In 2023, we continued our participation in the HRREc Working Group, alongside other energy and resource companies. The Working Group meets regularly to communicate best practices to avoid common risks and challenges regarding modern slavery, and to discuss collaborative ideas to prevent its impact across our respective businesses.

INPEX is also an active member of International Petroleum Industry Environmental Conservation Association (IPIECA), the global energy industry association for environment and social issues. INPEX participates in IPIECA's Human Rights Working Group which promotes industry collaboration and development of tools.

Criteria 5: How we assess the effectiveness of our actions

INPEX is committed to continuously improving its approach to effectively assessing, addressing and mitigating modern slavery risks in operations and supply chain.

We are addressing the gaps identified in our 2022 gap analysis and integrating modern slavery risk management into business as usual to ensure our risk management efforts are sustainable.

Continued evaluation of the effectiveness of our actions will involve reviewing our modern slavery risk management plans and tracking the implementation, using both quantitative and qualitative indicators. We acknowledge the difficulty of assessing the effectiveness of risk management processes within the depths of our supply chains and remain committed to reviewing the outputs and outcomes of our modern slavery supplier risk management program.



Our planned modern slavery risk management initiatives were successfully implemented in 2023.

The following table provides a high-level overview of our effectiveness indicators:

Area	Actions undertaken	How we assess effectiveness
Corporate governance and risk	<ul style="list-style-type: none"> formalised Modern Slavery Steering Committee and Modern Slavery Working Group appointed Executive Sponsor finalised Modern Slavery Action Plan 	<ul style="list-style-type: none"> improved awareness of modern slavery risk management requirements, roles and responsibilities resource allocation to implement actions Executive Sponsor support tracking of action progress year on year improvement of gap analysis results
Supply Chain	<ul style="list-style-type: none"> implemented a supplier sourcing process requiring suppliers to respond to SAQ, ABC questionnaires, develop HRIRMP for major service contracts required suppliers to agree to INPEX Supplier Code of Conduct developed a supplier risk assessment framework which is being implemented reviewed and updated Human Rights Clause in General Conditions 	<ul style="list-style-type: none"> risk assessment for existing suppliers selected HRIRMP audits external expert review of supply chain risk assessment framework
Training and awareness	<ul style="list-style-type: none"> delivered modern slavery information shares and targeted presentations to senior management submitted 2022 Modern Slavery Statement continued industry collaboration 	<ul style="list-style-type: none"> number of training courses rolled out enhanced staff and senior management team understanding and engagement demonstrated through survey results submission of Modern Slavery Statement on time number of industry events and working group meetings attended

Consultation and approval

This Statement was prepared through cross-functional collaboration of INPEX's Modern Slavery Working Group and Modern Slavery Steering Committee. In preparing this Statement, senior management of the INPEX Australia Entities (including the IOAPL Board), INPEX CORPORATION and the Ichthys Joint Venture were provided with a briefing and the opportunity to review the Statement.

This Statement is approved by the IOAPL Board of Directors and signed by Mr Tetsu Murayama in his capacity as the Australian agent for INPEX Alpha Pty Ltd and Director and Chair of each of the other INPEX Australian Entities.

A handwritten signature in black ink, appearing to read '村山 敬博' (Murayama Tetsu).

Tetsu Murayama

President Director INPEX Australia

Appendix

Table 1. INPEX Australian Entities

INPEX Australia Pty Ltd (IAPL) (100% owned by INPEX CORPORATION) registered in Australia. Employer company. ABN: 79 134 715 254. Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia. IAPL is the entity responsible for employing personnel for our Australian-based businesses, excluding secondees and non-Australian nationals employed by INPEX CORPORATION.

INPEX Operations Australia Pty Ltd (IOAPL) which is the Australian registered operating company. ABN: 48 150 217 262. Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia. IOAPL is the operator of all INPEX Australian assets and is the service provider to all non-operated assets and corporate functions in Australia. IOAPL is also the entity overseeing INPEX's contracting and procurement in Australia, other than labour contracts with INPEX employees.

INPEX Holdings Australia Pty Ltd (IHAPL), holding company registered in Australia (wholly owns the operator company IOAPL and I IPL). ARBN: 61 150 217 315. Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia.

INPEX Ichthys Pty Ltd (I IPL) holds upstream assets in the Ichthys LNG energy development. ABN: 46 150 217 253. Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia.

Ichthys LNG PL (ILNG PL) is an incorporated joint venture company, which processes the feed gas. ABN: 42 150 217 299 Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia.

INPEX Oil and Gas Australia Pty Ltd (IOGA) is 100% owned by INPEX CORPORATION registered in Australia. Participating interest in Prelude Gas Field and others in Australia. ABN: 37 155 960 151. Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia

INPEX Alpha Ltd (100% owned by INPEX CORPORATION) registered in Japan with an Australian branch. Holds non-operated interest in the Van Gogh/Coniston, Ravensworth, Griffin oil fields. ARBN: 34 003 730 756. Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia

INPEX New Energy Business Australia Pty Ltd (NEBA) (100% owned by INPEX CORPORATION) registered in Australia. ABN: 68 656 098 921. Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia

Table 2. INPEX policies and processes

Document / Process	Relationship to Modern Slavery Risk Management
INPEX CORPORATION Business Principles and Business Code of Conduct	Our Code of Conduct outlines the expectations we have of our employees concerning human rights. These include recognising that human rights derive from the dignity of individuals; respecting the human rights of individuals in countries where we operate; respecting international human rights codes; not being involved in any act that may infringe human rights, including discriminating against individuals; and ensuring we do not force employees to work against their will, or cause children to work.
INPEX CORPORATION Human Rights Policy	Our Human Rights Policy reflects the UNGPs and affirms our commitment to respecting human rights and mitigating adverse human rights impacts in our operations and supply chain. This Policy applies globally to all INPEX personnel.
INPEX CORPORATION Supplier Code of Conduct	Our Supplier Code of Conduct outlines the expectations we have of our suppliers to strive for sustainability throughout the supply chain. Specifically, suppliers are expected to conduct business in a manner that respects human rights by ensuring (among other things) that they do not use forced, prison, compulsory or child labour; respect the freedom of employees to associate without retaliation and comply with all applicable legal regulations on working hours; and ensure a safe, hygienic and healthy work environment for all employees.
INPEX Australia requirements of tendering processes	Our tendering process includes a requirement for all tenderers to conduct a self-assessment questionnaire providing information on their approach to managing and understanding modern slavery risks associated with their business. Responses are reviewed to identify potential risk and this forms part of the tender evaluation process.
INPEX Australia General Conditions of Contract	We include specific human rights clauses in all General Conditions of Contract (including Purchase Orders) and require our suppliers to comply with our Human Rights Policy and have in place an effective and appropriate programs for protecting the rights of workers, external stakeholders or communities in which they operate.
INPEX Australia Sodan Hotline	Sodan is a Japanese term for 'consult' or 'to talk'. The Sodan Hotline provides all personnel and external stakeholders with a confidential, anonymous and independent means of raising issues and concerns about actual or suspected improper conduct without fear of reprisal, including as a protected whistleblower disclosure.
Community Feedback Management Procedure	INPEX is committed to contributing to the sustainable development of communities in which we operate and to building and maintaining our social licence through community support and trust. We undertake community and stakeholder engagement activities based on the principles of timely, integrated, consistent and responsive communication. In support of these principles, we maintain a community feedback line and a community email account that provide direct lines of communication to obtain information and provide feedback on matters of interest or concern.
Ichthys LNG Project Financing arrangements	Under our Ichthys LNG Project Financing arrangement, we comply with the requirements under the International Finance Corporation's (IFCs) Environmental and Social Performance Standards. Our activities are monitored through regular reporting and independent annual audits. This includes auditing our operations against Performance Standard 2 – Labour and Working Conditions, which covers child labour, forced labour, working conditions and grievance mechanisms.



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