

# Local Industry, Community and Indigenous Participation



## Policy

### Our Commitment

As an Australian owned and operated business, Santos believes that working with local industry, local and Indigenous communities is vital to sustaining the long term viability of our business and to deliver the economic and environmental benefits of natural gas to homes and businesses throughout Australia and Asia.

We are committed to building and maintaining mutually beneficial relationships with local communities, businesses and Indigenous people wherever we operate. We do this through implementing our community investment framework and by providing employment, training, education and enterprise opportunities associated with our industry so that the communities where we work share in the benefits of natural gas development.

Santos seeks to engage with local communities at the earliest opportunity and to provide information that is relevant and accessible to those communities about our operations.

### Our Actions

We will:

1. Ensure Santos has a culturally aware workforce
2. Work proactively with landholders, local communities, Traditional Owners / clans and Indigenous communities to ensure they are fully informed prior to accessing land
3. Apply best practice in the assessment, identification and protection of cultural heritage
4. Actively work to increase the benefit of development activity to local industry and Traditional Owners / clans through the supply chain
5. Positively favour local and Indigenous businesses by taking into account the social licence value when evaluating contract proposals
6. Give preference to those tenderers that maximise local content in both labour and materials where comparative tenders are commercially competitive and technically acceptable
7. Develop procurement strategies that take into consideration local and Indigenous capability
8. Engage local schools to promote the benefits of natural gas and career opportunities
9. Provide employment and training opportunities through education and workforce pathways programs
10. Implement our community investment framework across our assets
11. Actively promote the development of local industry in regions where Santos operates

### Governance

The Environment, Health, Safety and Sustainability Committee is responsible for reviewing the effectiveness of this policy.

This policy will be reviewed at appropriate intervals and revised when necessary to keep it current.

Kevin Gallagher  
**Managing Director & CEO**

**Status: APPROVED**

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