

Indigenous Partnerships

Santos

We aspire to partner with and be trusted by Indigenous people and communities where we operate.

Supporting our Indigenous communities through natural gas production

We are committed to building and maintaining mutually beneficial relationships with Indigenous communities.

Santos is providing employment, training, education and enterprise opportunities associated with our industry so that Indigenous people and their communities can share in the benefits of natural gas development.



Over 800 employment and training opportunities since 2011



Over \$11 million in employment, training and education programs since 2007



Working side by side with **18 Traditional Owner Groups** and **3 Land Councils**

Our targets

We focus on three key areas to engage and support Indigenous people.



Industry best-practice recruitment and development programs for meaningful career opportunities



Leader in community engagement and cultural heritage



Supporting Indigenous businesses through our supply chain

Further information:

[Local Industry, Community and Indigenous Participation Policy](#)

Industry leading recruitment and development programs that lead to meaningful career opportunities



Santos provides employment, training, education and enterprise opportunities so that Indigenous people and their communities share in the benefits of natural gas development.



Since 2011 we have created **over 800** employment and training opportunities for Indigenous Australians



60% Indigenous participation
in our 2020 apprenticeship program



Since 2007 we have **invested over \$11m** in employment, training and educational opportunities for Indigenous Australians



Supporting our young people through
16 traineeships and cadetships
in 2019

Our dedicated Indigenous Development Program provides employment pathways for local Indigenous people.



Santos Indigenous Trainee and new apprentice Jordanna Ghee

"I've always loved the mechanical sides of things, I'm a real hands on person. I knew during school that this is the career path I wanted to follow and something I loved to do... so when this opportunity arose I applied for it straight away."

"Since joining Santos I've become more confident in myself and in life as well. I'm really excited for what the future will hold for me with Santos and I hopefully continue on to a mechanical apprenticeship."

Jordanna has since completed her traineeship and has commenced a full time mechanical apprenticeship with Santos.

Our school-age programs are industry leading, focusing on encouraging school participation and STEM opportunities for Indigenous people.



Santos has been sponsoring the **Aboriginal Power Cup** for 11 years.



Over 2,000 students enrolled in the Aboriginal Power Cup over the last 5 years



89% of Power Cup participants in year 12 went on to **complete their SACE** in 2019



Santos partners with the University of Adelaide for the 5-day **Karnkanthi Engineering camp**



57 Karnkanthi students from QLD, NT, SA and WA in 2018 and 2019



Over half of Karnkanthi students were young females



“Power Cup is the longest-running joint football and education community program for Aboriginal students in the Australian professional sports industry and Santos has been there just about every step of the way.”

Keith Thomas | Port Adelaide CEO

Leader in community engagement and cultural heritage



We actively engage with Indigenous stakeholders at the earliest opportunity and throughout the lifecycle of operations, to seek and maintain informed consent.



Santos currently works with **18 Traditional Owner Groups** and **3 Land Councils**



We have around **80 executed agreements** relating to cultural heritage, native title and consent currently under implementation

We engage with cultural heritage officers from host traditional owner groups, to ensure we operate with informed consent. On an annual basis Santos undertakes hundreds of cultural heritage work programs, cultural heritage assessments and cultural heritage compliance actions.

In 2019:

499 Cultural Heritage Assessments	121 Cultural Heritage Compliance Actions	149 Cultural Heritage Work programs	139 Cultural Heritage Officers engaged from Traditional Owner groups	110 Traditional Owners engaged relating to Native Title and statutory requirements
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The management of cultural heritage not only provides approval for activities to proceed, but it also provides direct participation for Traditional Owners to be engaged and work on their lands as part of our operations.

Supporting Indigenous businesses through the supply chain



As an Australian-owned and operated business, we believe that successful partnership with local industry and Indigenous communities is vital to the long term viability of our business.

We are committed to year on year improvement in Indigenous participation across our supply chain.

Pictured here are employees of Rusca Bros, a Northern Territory civil, mining and construction business and Santos partner.

Rusca Bros provides civil construction services at our McArthur Basin site.

Our aim is to enhance procurement opportunities for Indigenous businesses like Rusca Bros and deliver year on year improvement in Indigenous participation across our supply chain.



We expect the same commitment to Indigenous communities from our contract partners. We are committed to developing procurement strategies that take into consideration local and Indigenous capability.

You can read more about our prioritisation of Indigenous businesses in our [Local Industry, Community and Indigenous Participation Policy](#).