



## Media Release

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# Embedding Indigenous participation into everyday business practices

A new framework supported by targeted initiatives will help Santos further embed Indigenous participation opportunities across its Australian operations.

Launched during NAIDOC Week, Santos' updated 2030 Indigenous Participation Plan is not only being released publicly for the first time but also makes commitments around improving Indigenous employment and procurement.

Santos Managing Director and CEO Kevin Gallagher said Santos was committed to delivering positive local outcomes where it operates.

"Training, education and jobs are the building blocks for economic empowerment. We want to provide more opportunities for more people and more businesses," Mr Gallagher said.

"The Indigenous Participation Plan highlights our progress, sets targets and outlines initiatives in support of these goals.

"It is built on four pillars that span our business to provide a focus on Indigenous participation opportunities right across Santos."

Santos first developed an internal Indigenous Participation Plan in 2021. The company has since made significant inroads, including having met many of its original 2030 commitments.

Since 2021 in Australia, Santos has almost doubled its number of annual cultural heritage assessments, Indigenous procurement spend has increased from A\$9 million to A\$73 million and Indigenous employment has almost doubled to three per cent of the total workforce.

The plan aims to build on this progress with revised 2030 targets across its four participation pillars:

- Attraction and Employment
- Retention and Career Pathways
- Supplier Spend and Employment
- Culture, Communities and Relationships

The framework was developed in consultation with Indigenous employees and Santos' Indigenous Advisory Panel. Chaired by Santos Managing Director and CEO Kevin Gallagher, the Indigenous Advisory Panel brings together six Traditional Owners from across Australia with representatives from the company's executive leadership team.

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Through structured meetings and ongoing dialogue, it provides strategic advice on Indigenous employment, cultural heritage management, community engagement and economic participation.

“We are listening to what’s important and aiming to further improve our employment and procurement practices to help drive long-term benefits. Since inception the IAP has made a meaningful difference to Santos’ performance in Indigenous employment, procurement and promotion of culture,” Mr Gallagher said.

Within the energy industry, Santos has the largest operational footprint in Australia across different Traditional Owner groups.

Recent Santos investments and initiatives have included:

- Implemented the Barossa Aboriginal Future Fund, supported by the Barossa Joint Venture partners Santos, PRISM Energy and JERA
- In 2025, Santos and our Barossa Joint Venture partners approved over A\$7 million in funding for projects in Northern Territory Aboriginal coastal communities. This included:
  - Tiwi Resources – Tiwi Rangers Expansion program
  - Keep Australia Beautiful Council NT – Tiwi Tidy Towns and Eco-Schools program
  - Larrakia Nation Cultural Hub Fit Out
  - Injalak Arts & Crafts – Instruments for Culture
  - Minmarama & Kulaluk Community Infrastructure & Safety Upgrades
  - Mantiyupwi Oyster Farm Vessel.
- Delivered in partnership with the Santos Foundation and Aboriginal Investment Group, in 2026, the Barossa Aboriginal Future Fund announced a A\$2.9 million investment in a Community Laundries program
- Expanded the Santos Foundation into Australia with a significant presence in the Northern Territory
- Implemented a pre-employment program for Aboriginal and Torres Strait Islander people, with six participants moving into full time roles
- Provided skilled training opportunities for 29 Northern Territory-based Indigenous people through a partnership with KAEFER Integrated Services
- Developed and implemented a leading ranger program, the Cooper Basin Ranger Program
- Introduced a dedicated Aboriginal and Torres Strait Islander employee mentoring program, designed to support onboarding, development and career progression
- Implemented an Aboriginal and Torres Strait Islander Employee Resource Group to build a network of awareness and engagement with access to resources and support
- Improved data accuracy and verification controls to ensure reliability of Indigenous supply chain data
- Expanded Australian-specific cultural competency training to leaders with Indigenous employees in their teams.

Santos’ updated [2030 Indigenous Participation Plan](#) is available online.

Ends.