



## Media Release

8 July 2026

# Santos strengthens commitment to Indigenous training and employment pathways

This NAIDOC Week, Santos is reinforcing its commitment to increasing Indigenous participation by strengthening training and employment pathways in the Northern Territory.

As part of this commitment, the Barossa Aboriginal Future Fund (BAFF) is proud to announce the launch of the Saltwater Pathways Program — a pilot training and employment initiative designed to create meaningful, long-term career pathways for Aboriginal people from the five BAFF regions.

The BAFF is supported by the Barossa joint venture partners Santos, PRISM Energy Australia and JERA Australia. The BAFF will invest \$3.05 million over three years to deliver the program, which will support up to 13 Aboriginal trainees from the five BAFF regions.

Delivered in partnership with Programmed Skilled Workforce Pty Ltd, the Saltwater Pathways Program will provide nationally recognised Certificate III or IV qualifications alongside structured on-the-job experience connected to Santos' Barossa operations.

The program is supported by a number of host contracting partners, including Darwin LNG, BW Offshore, Qube, Compass Group, Fields Group and Intertek, creating direct links to employment opportunities within the energy sector for the trainees.

The announcement comes as Santos publicly launched its updated 2030 Indigenous Participation Plan, focussed on creating sustainable employment, training and business opportunities for Aboriginal and Torres Strait Islander peoples across Australia.

Santos Managing Director and Chief Executive Officer Kevin Gallagher said the initiative reflects Santos' ongoing commitment to supporting training and employment opportunities for Indigenous people across its operations.

"Since 2024, Santos has supported more than 20 trainees and apprentices at our Barossa and DLNG operations, with more than 50 per cent of our current cohort identifying as Indigenous," said Mr Gallagher.

"Creating pathways into secure, long-term careers for young Indigenous Territorians is a priority for Santos and an important part of building a workforce that reflects the communities where we operate. Today, Indigenous employees make up eight per cent of our workforce across the Top End."

"The BAFF, which is a voluntary fund established by Santos and the Barossa joint venture partners, aims to continuing to help close the gap for Aboriginal Territorians by investing in these programs.

### Media enquiries

Julia Ebbs  
+61 (0) 478 656 891  
julia.ebbs@santos.com

### Investor enquiries

Cameron Judd  
+61 (0) 459 116 000  
cameron.judd@santos.com

### Santos Limited

ABN 80 007 550 923  
GPO Box 2455, Adelaide SA 5001  
T +61 8 8116 5000 | F +61 8 8116 5131  
santos.com

“Employment and economic participation have been consistently identified as priority needs across all BAFF regions. The Saltwater Pathways Program responds directly to this need by combining accredited training with practical experience in operational environments.

“Santos is committed to continually improving Indigenous engagement and creating meaningful employment opportunities to benefit the communities in which we operate,” said Mr Gallagher.

Dora, a proud member of the Milikapiti community on the Tiwi Islands, is soon to complete her Certificate IV in Work Health and Safety. Having undertaken training across both the Barossa-contracted drill rig and Darwin LNG (DLNG), she will become the first trainee supported by the Saltwater Pathways Program to now undertake a Diploma in HSE.

“This whole journey pushed me out of my comfort zone and helped me grow as a person. I’m grateful I finished my Cert IV, and even more grateful that I get to keep learning as I start my Diploma in HSE,” said Dora.

“I’m proud of how far I’ve come, and excited for what’s next. I’ve grown so much since the beginning of my traineeship, and having this next step supported through BAFF means a lot. I’m grateful for the opportunity to keep learning and continue having this experience.”

Brian Tipungwuti, BAFF Advisory Committee Chairperson said the program was important because it created real opportunities for our people to get into work, learn new skills and build a future for themselves and their families.

“Across our BAFF regions, we have strong young people who want the chance to work and be part of industry. Saltwater Pathways will help open those doors by providing training, support and hands-on experience that can lead to long-term jobs and careers,” said Brian.

“The Advisory Committee was pleased to support this program because it is about investing in our people. It will help create pathways into employment while building confidence, skills and opportunities that can have lasting benefits for our communities.”

Madeline Lysaght-Wright, National Training Manager for Programmed said the program was structured to achieve maximum successful traineeship completion, with ongoing support and mentoring to be provided by Programmed's dedicated First Nations Training Coordinator for the duration of the program.

Ends.

## **About the Barossa Aboriginal Future Fund**

The BAFF is a community investment fund established by the Barossa joint venture partners Santos, PRISM Energy Australia and JERA Australia to share the benefits of the Barossa project with Northern Territory coastal Aboriginal communities with geographical connection to the Barossa operations. The five BAFF regions are Darwin/Daly/Wagait, Tiwi Islands, West Arnhem, East Arnhem and Victoria River District.

BAFF aims to support Aboriginal people from the Barossa operations regions. It focuses on building capacity and creating pathways to skilled, well-paying and secure jobs.

More information on BAFF <https://www.santos.com/baff>

## **About Santos' 2030 Indigenous Participation Plan**

More information on [Santos' 2030 Indigenous Participation Plan](#)