

ExxonMobil Australia Indigenous relations

Guiding principles

ExxonMobil Australia acknowledges the Traditional Owners of the lands on which we operate and respects all Elders past and present. We are committed to developing positive and long term relationships with Indigenous communities where we operate, built on mutual trust and respect.

We conduct business in a manner that respects the land, environment, rights and cultures of Indigenous communities. We do this in accordance with corporate policies and guidelines that underlie our company's commitment to ethics, equity, environment and safety. We also expect our contactors to conduct their business in a similar way.

Our Principles

We engage Indigenous communities and their representatives in open and meaningful consultation and seek to understand their perspectives on issues of mutual interest and deal constructively with differing views. We engage through:

- Consultation - respecting the legal rights of Indigenous People, treating all parties fairly, and respecting traditional practices, decision-making processes, cultural activities and language.
- Workforce development – we encourage participation and involvement of Indigenous Peoples in our recruitment and development programs, honouring diverse backgrounds and supporting our employees by creating a culturally inclusive workplace.
- Business development – we identify and provide an opportunity for Indigenous suppliers to supply goods and services that are competitive and meet ExxonMobil's safety, technical and quality standards and timing needs. We also encourage our Tier One suppliers to do the same.
- Community relations - building meaningful relationships with Indigenous communities by working collaboratively in the design and implementation of programs that build capacity through leadership development.



Through our community relations program, we seek to build meaningful relationships with all our local communities, including Indigenous groups. In 2020, a community contribution from our Birkenhead fuel distribution terminal supported the Zebra Finch Aboriginal Men's Group operated by Kura Yerlo.