

IGO Limited

Innovate

Reconciliation Action Plan

Annual Report

August 2023 – June 2024



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Acknowledgement of Country

IGO's head office in Mindeerup (South Perth) lies on the banks of the Derbarl Yerrigan (Swan River) on Whadjuk Boodjar, the lands of the Whadjuk Noongar people. IGO would like to acknowledge and pay respects to Whadjuk Noongar people and other Traditional Owner groups whose lands we are privileged to work on and acknowledge their strong and longstanding cultural connections to their ancestral lands. IGO would also like to acknowledge all Aboriginal and Torres Strait Islander peoples who work for us, with whom we work and upon whose lands we operate, and we pay our respects to Elders, past and present and emerging.

Terminology

In our RAP and this report, IGO may use the terms Indigenous, Indigenous Australians, First Nations and Aboriginal and Torres Strait Islander peoples interchangeably in different contexts. We respectfully acknowledge that preferred terms and language may vary between jurisdictions.

We use the term Traditional Owners to describe Aboriginal and Torres Strait Islander peoples who have a continuing connection to the lands on which we work and operate, with rights and interests granted under traditional law and customs.

Photography

Aboriginal and Torres Strait Islander peoples are advised that our RAP reporting content may contain images or names of people who have died.



About the Artwork

My artwork explores the next step for IGO through this Innovate RAP. To build on relationships with community, to listen deeper, collaborate more and grow with them.


From the left of the artwork, the yarning circles are simpler, representing the existing relationships with community.

Moving to the right, the yarning circles become more formed and detailed. The people sitting around them represent the inclusion of more voices within these spaces.

Patterns surrounding these represent the building of cultural knowledge, understanding and deeper collaborations with mob within those communities.

This flow from left to right shows the journey IGO are on to educate themselves and the broader community to create better outcomes together.

Kevin Wilson – Wongutha



August 2023 – June 2024

Background

IGO launched its first Reconciliation Action Plan (**RAP**) in August 2023. We are working to implement our Innovate RAP commitments over a two-year period between August 2023 and July 2025.

Message from Ivan Vella, IGO Managing Director & Chief Executive Officer


IGO's head office in Mindeerup (South Perth) lies on the banks of the Derbal Yerrigan (Swan River) on Whadjuk Boodjar, the lands of the Noongar People. We have two operational sites – Forrestania (400km east of Perth) and Nova (160km east-northeast of Norseman) – and a large exploration footprint that stretches across Australia and beyond.

We would like to acknowledge all Aboriginal and Torres Strait Islander peoples who work for us, with whom we work, and upon whose lands we operate.

Reconciliation is close to my heart and a process that I have seen progressing and been involved with in a number of countries, starting with my childhood in South Africa and Zimbabwe. Through my career in the mining industry, I have had the privilege of working with First Nations and Indigenous leaders and communities in Canada, Brazil, New Zealand, and Australia. While each country is unique and has different histories of colonisation and different reconciliation journeys, there are also some parallels and an overriding need for us all to contribute to greater respect, understanding and better outcomes for Indigenous and First Nations peoples. Building connections and trust is a key part of the path to reconciliation.

At IGO, the relationships we hold with Traditional Owners and Indigenous communities are central to the sustainability and future of our business. Through continually building these respectful and deeply trusting relationships we can learn to better manage the impacts we create through our activities. We can also generate more mutual value and contribute to redressing the disadvantage that Indigenous communities experience.

IGO, its people and contractors have a vital role to play in fostering knowledge, understanding and respect for the Indigenous peoples of the land on which we live and operate.



We have always considered a Reconciliation Action Plan to be a framework that formalises and supports much of the work we already do. IGO's Innovate RAP reaffirms our commitment and vision for reconciliation. While we acknowledge that there is still more to do, we are proud of our achievements in the first year of IGO's RAP.

Our Vision for Reconciliation

Making a Difference is IGO's reason for being – our purpose.

As a purpose-led organisation with strong, embedded values and a culture of caring for our people and our stakeholders, we believe we are Making a Difference by safely, sustainably, and ethically delivering the products our customers need to advance the global transition to decarbonisation.

Our business is working to build a better future that acknowledges the challenging history of Australia's relationship with First Nations peoples. We respect the continuing connection that Aboriginal and Torres Strait Islander peoples have to the lands on which we explore and operate.

Our commitment to reconciliation is reflected in our strong connection with our host Traditional Owner communities and the positive working relationships that make us who we are.


Our vision for reconciliation is the development of strong and deep relationships and engagement with our host Traditional Owner communities, where we recognise, respect, and promote Aboriginal and Torres Strait Islander cultural heritages and deliver real social and economic opportunities.

We want to build on our ongoing commitment to create genuine respect for Aboriginal and Torres Strait Islander peoples, their cultures and lived experience, and enhance opportunities for equity both within and outside our organisation.

Our Innovate Reconciliation Action Plan (RAP) drives our continuing journey of reconciliation by formalising the work that many of our people already do and drawing together people from across our workforce in a considered and positive process of engagement, reflection, and action.

Who We Are

IGO Limited is an ASX listed company focused on creating a better planet for future generations by discovering, developing, and delivering products critical to clean energy. We invest in exploration to ensure the world has a sustainable supply of clean energy metals.



Through our upstream mining and downstream processing interests, IGO is enabling future-facing technologies, including the electrification of transport, energy storage and renewable energy generation.

We have approximately 658 employees across our Corporate, Exploration, and Operations teams, including at least 30 employees who are Aboriginal and/or Torres Strait Islander peoples (as at 30 June 2024); however, we have not collected this information from all our employees.


Our Corporate head office is in South Perth, Western Australia. IGO's nickel business includes the Nova and Forrestania Operations and the Cosmos Project, all of which are located in Western Australia. Nova and Forrestania are operating underground mining and processing operations, while Cosmos has moved into care and maintenance during FY24.

Our lithium interests are held via our 49% interest in Tianqi Lithium Energy Australia Pty Ltd (**TLEA**), an incorporated joint venture with Tianqi Lithium Corporation (**Tianqi**). TLEA owns upstream and downstream lithium assets, including a 51% stake in the Greenbushes Operation and a 100% interest in a downstream processing refinery at Kwinana in Western Australia to produce battery grade lithium hydroxide.

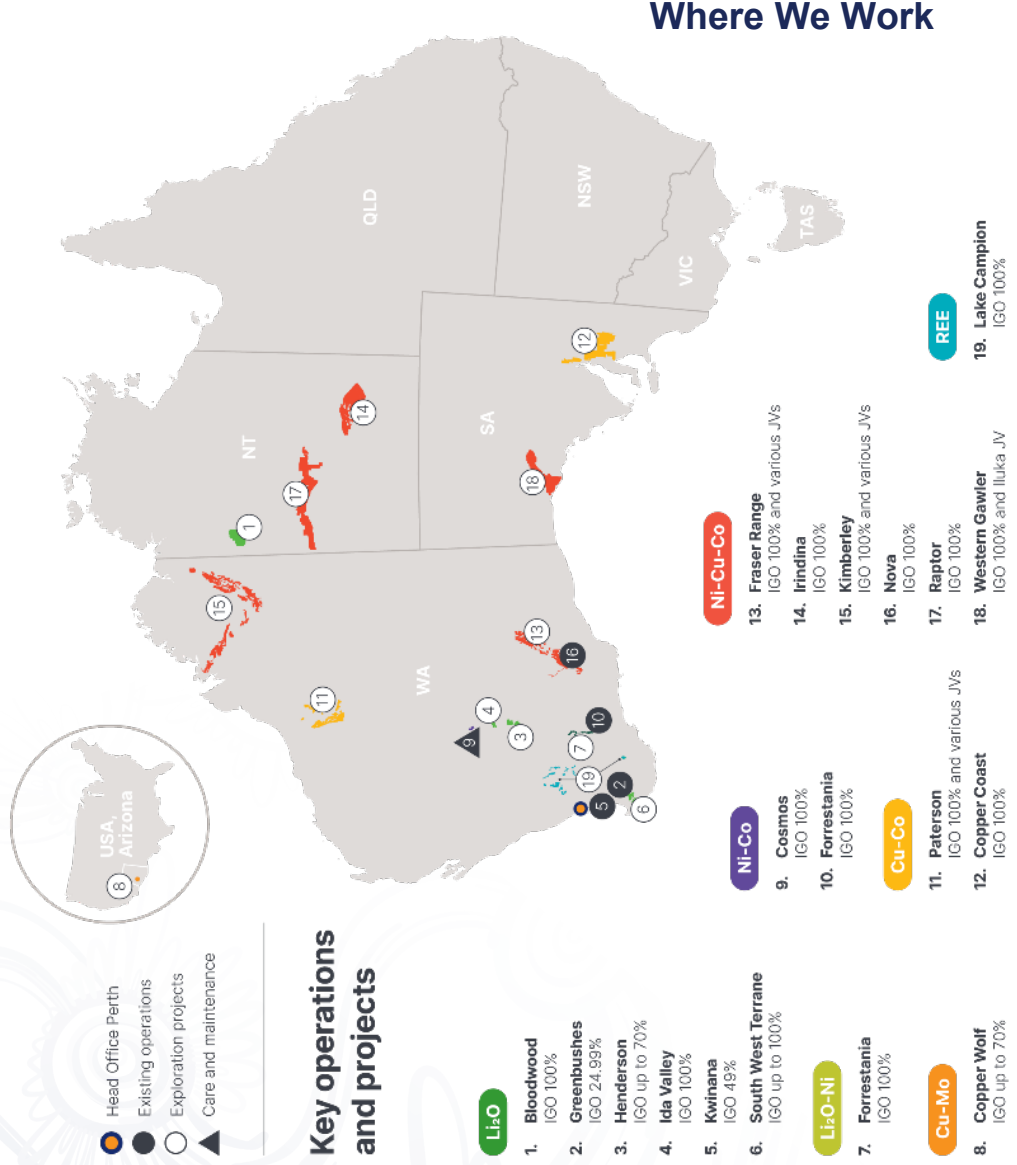
With our broad exploration footprint, IGO has an important role in building an inclusive and diverse mining industry in Australia. Our exploration activities impact over 37 Traditional Owner groups, primarily across Western Australia, the Northern Territory, and South Australia.

Some of the Traditional Owner groups with whom we work include:

- Whadjuk Noongar people – South Perth Head Office
- Ngadju people – Nova Operation
- Ballardong and Marlinyu Ghoorlie people – Forrestania Operation
- Tjiwarl people – former Cosmos Project
- Gnaala Karla Boodja people – Kwinana Refinery (part of our Lithium Joint Venture)
- Karri Karrak people (South West Boojarah), Gnaala Karla Boodja people, and Wagyl Kaip people – Greenbushes (part of our Lithium Joint Venture)



Our sphere of influence extends from our employees, customers, contractors and suppliers, joint venture partners, and business partners to the communities in which we operate, the community organisations we choose to support, and the industry associations in which we participate.



Where We Work

Traditional Owner groups by project/region

Bloodwood Warlpiri	Forrestania Ballardong (South West Settlement), Marinyu Ghoorlie	Irindina Arrernte People	South Perth Whadjuk (South West Settlement)
Copper Coast Barnagala, Ngadjuri	Fraser Range / Nova Operation Ngadjuri, Untari Pulkka, Upurili	Kwinana Gnaala Karia Booja (South West Settlement)	West Kimberley Bunuba, Warrwa, Wanjina, Wunggur Wilingglin, Dambimangari
Cosmos Tjivari	Greenbushes South West Boojarah (South West Settlement), Wagyl Kaip Southern Noongar (South West Settlement), Gnaala Karia Booja (South West Settlement)	Lake Campion Ballardong (Noongar South West Settlement) and Marinyu Ghoorlie	Western Gawler Mirning - Far West Coast, Wirangu - Far West Coast, Kokatha - Far West Coast, Yalata, Maralinga Tjaratja - Far West Coast
East Kimberley Jaru, Koonjale-Elvire, Malargowem, Mriuwung-Gajerrong, Ngarawani, Yl-Marukwarra Ngurrara, Yurriyangem Taam, Goomiyandi	Ida Valley Darlit	Paterson Nyangumarta People, Martu, Ngurrara	
		Raptor Warlpiri, Anmatjerrre, Kayretye	

Our mining and head office operations are conducted on the lands of the following Traditional Owner groups:

Tjiwarl people
Cosmos Project

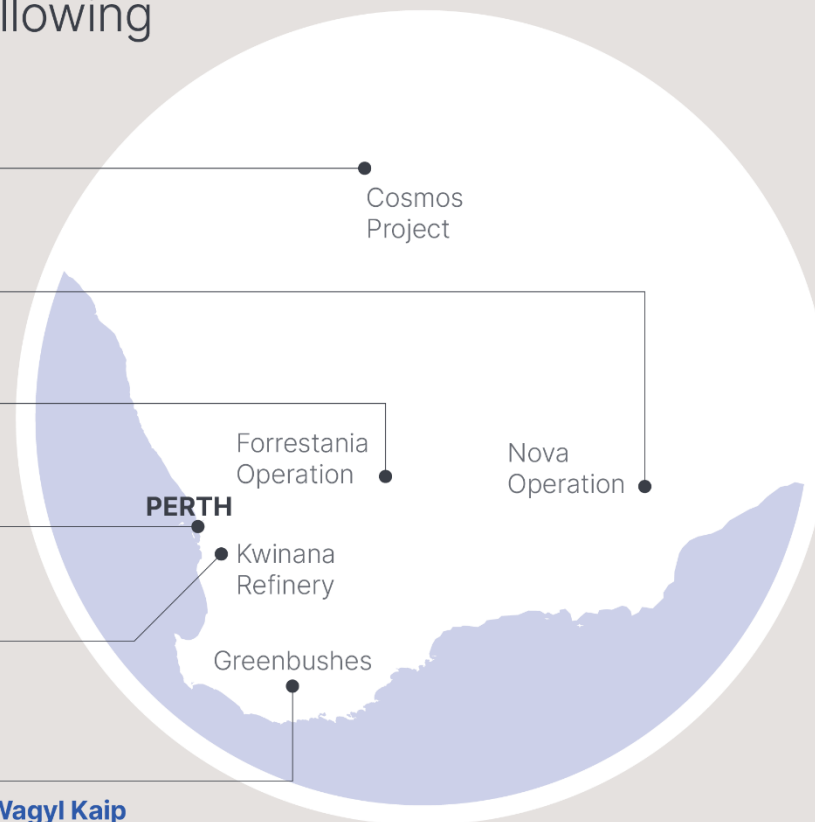
Ngadju people
Nova Operation

Ballardong and Marlinyu Ghoorlie people
Forrestania Operation

Whadjuk Noongar
South Perth Head Office

Gnaala Karla Boodja
Kwinana Refinery – part of our Lithium Joint Venture

Karri Karrak (South West Boojarah), Gnaala Karla Boodja, Wagyl Kaip
Greenbushes – part of our Lithium Joint Venture



Governance

We have developed a governance framework to support implementation of our RAP that includes three key pillars: a RAP Implementation Committee; RAP Working Group; and the Aboriginal and Torres Strait Islander Peoples Advisory Group, assisted by the RAP Support Team.

RAP Support Team

The RAP Support Team provides ongoing support to key personnel involved in the implementation of our RAP, in particular members of the IGO RAP Implementation Committee. The RAP Support Team holds regular informal and formal meetings across the business to drive, monitor, and report on RAP implementation progress.

RAP Role	Role Description
IGO RAP Coordinator	<p>Responsibilities:</p> <ul style="list-style-type: none">• Manage RAP and associated governance activities including actions tracking and reporting;• Coordinate the RAP Working Group; and• Facilitate communication about IGO's RAP, its implementation, and IGO's reconciliation activities across the business and with key external stakeholders and organisations.
Advisory Group Coordinator	<p>Responsibilities:</p> <ul style="list-style-type: none">• Coordinate the Aboriginal and Torres Strait Islander Peoples Advisory Group (Advisory Group); and• Facilitate engagement between IGO and the Advisory Group.
RAP Champion	<p>Responsibilities:</p> <ul style="list-style-type: none">• Provide subject matter expert / cultural advisory services to the business (including contributions to IGO's employment and training and development programs;• Facilitate communication and engagement between IGO and Traditional Owner communities; and• Coordinate Cross Cultural Training activities across IGO.

RAP Role	Role Description
Senior RAP Champion	Responsibilities: <ul style="list-style-type: none"> Promote IGO's RAP and implementation activities at an executive level; and Hold ultimate responsibility for IGO's RAP.

IGO RAP Implementation Committee

We established an internal IGO RAP Implementation Committee with members from our RAP Support Team and employees who are assigned specific responsibilities under our RAP. The Committee holds monthly meetings to support information-sharing opportunities and cross-functional collaboration on RAP implementation.

RAP Working Group

The RAP Working Group is comprised of voluntary members from across our business. The RAP Working Group meets on a quarterly basis to provide an internal point of consultation about our reconciliation initiatives and planned RAP activities. RAP Working Group members have additional opportunities to participate in reconciliation activities and events and support the implementation of IGO's RAP.

As at 30 June 2024, RAP Working Group members include:

Position Title	Department	Location
Senior Advisor Decarbonisation	Environment & Climate	Corporate
Communications & Marketing Coordinator	Communications	Corporate
Community, Heritage Engagement Advisor	Heritage & Land Access	Corporate
Environmental Superintendent - Cosmos Nickel Operation	Environment	Cosmos
Executive Assistant to Chief Executive Officer - Ivan Vella	Administration	Corporate

Position Title	Department	Location
Head of Environment and Climate	Environment & Climate	Corporate
HSEC Manager - Exploration	Health, Safety, Environment & Communities	Corporate
Land Access and Heritage Officer	Heritage & Land Access	Exploration
Manager - Approvals & External Relations (Downstream Nickel)	Projects	Corporate
Senior People & Culture Partner	People & Culture	Corporate
Talent Advisor	People & Culture	Corporate

Aboriginal and Torres Strait Islander Peoples Advisory Group

A key deliverable under our RAP is the establishment of an Aboriginal and Torres Strait Islander Peoples Advisory Group (**Advisory Group**) comprised of Traditional Owner representatives from across our operational and exploration footprint.

We established the Advisory Group and held the first meeting in late November 2023. The Advisory Group meets regularly to provide an external point of consultation and advice for IGO in the development of reconciliation initiatives and planned RAP activities in our business.

The RAP Advisory Group currently includes representatives of Traditional Owner groups from the following key areas of our operational and exploration footprints.

Traditional Owner Group	IGO Location
Ballardong	Forrestania
Gija	Kimberley

Traditional Owner Group	IGO Location
Gnaala Kala Booja (GKB)	Greenbushes (TLEA JV)
Marlinyu Ghoorlie (MG)	Forrestania
Martu	Paterson
Ngadju	Nova
Tjiwarl	Cosmos
Wagyl Kaip	Greenbushes (TLEA JV)
Whadjuk Noongar	Corporate / Kwinana (TLEA JV)



Advisory Group Members

(Some of the Advisory Group members include L-R: Mark Champion, Terrance Jack, Farley Garlett, Julie Jackson, Leon Wynne, Talbot Muir)

Annual Progress Summary: Our Achievements, Challenges and Learnings

RAP Achievements



Key Highlights

Celebrating Aboriginal Culture and Events

Reconciliation Week 2024

For National Reconciliation Week 2024, IGO hosted a special presentation with Michael Woodley of the Yindjibarndi Aboriginal Corporation and Yindjibarndi Ngurra Aboriginal Corporation. Michael highlighted the challenges and opportunities surrounding self-determination, sharing insights from the pre-colonial and colonial eras to native title.



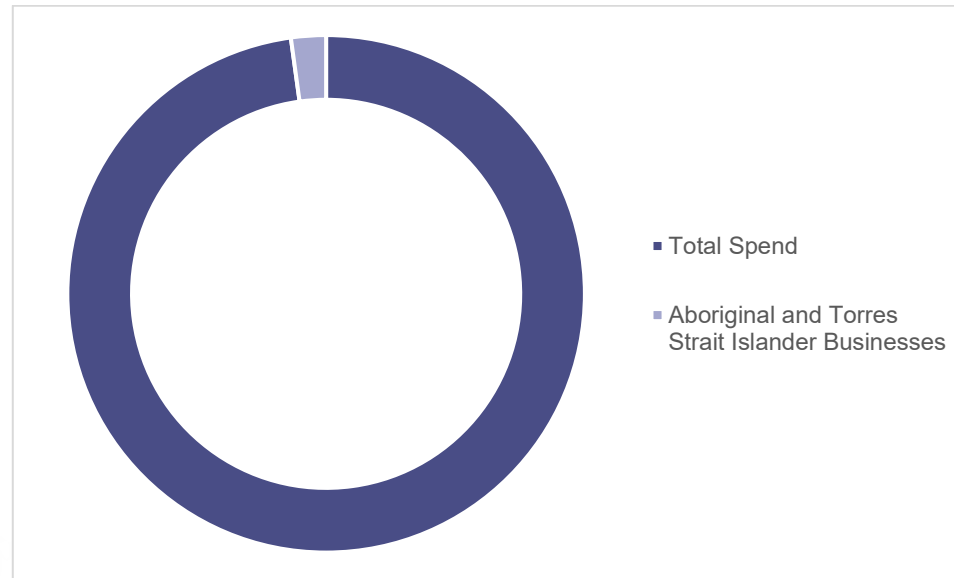
NAIDOC Week 2024

During NAIDOC Week 2024, IGO celebrated across our locations by sharing the histories, cultures and achievements of Aboriginal and Torres Strait Islander peoples. In South Perth, we held an open discussion led by IGO Managing Director and Chief Executive Officer, Ivan Vella, on how to acknowledge Country, sharing stories and encouraging further learning.



Procurement

In the FY24 period (July 2023 – June 2024), we spent 18.1m on Aboriginal and Torres Strait Islander businesses. This represents around 2.18% of our annual procurement spend.

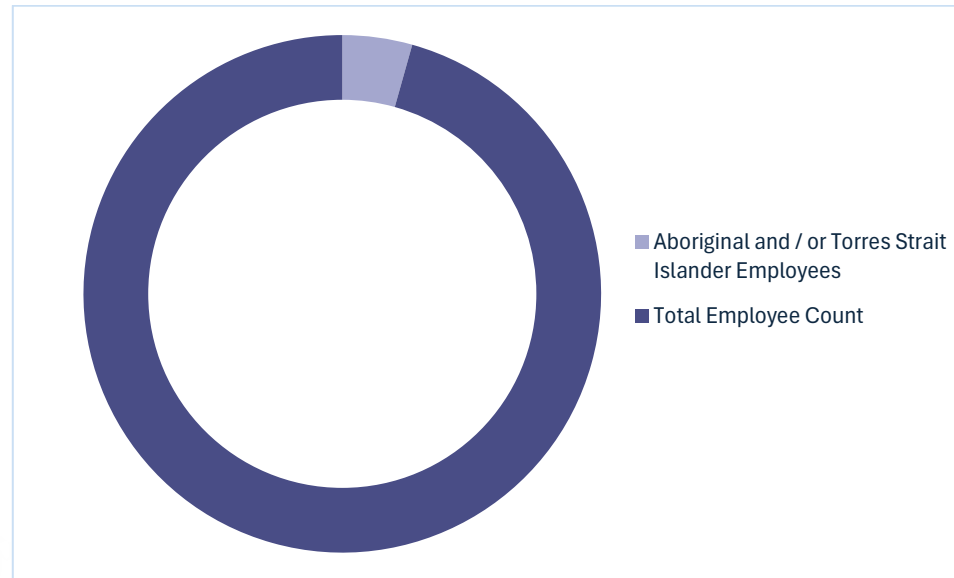


Financial Year		FY22		FY23		FY24	
Annual spend (\$)	+/-% (change from previous FY)	8.0m	+29%	8.3m	+4%	18.1m*	+118%

* While our spend in FY24 substantially increased, we expect this to substantially reduce again in FY25 in line with a reduction in our overall procurement spend, due to our changing operations and associated spend profile.

Employment

We directly employed 30 Aboriginal and / or Torres Strait Islander peoples, including full-time, part-time, and casual employees. This represents around 4.6% of our total workforce (employee count as at 30 June 2024).



Financial Year		FY22		FY23		FY24	
% of total workforce	+/- (change from previous FY)	3.3%	N/A*	2.8%	-0.5%	4.6%	+1.8%

* Data is not available for FY20 and FY21. Note that at the end of FY22 we acquired a business with a large workforce that did not historically record this data.

Training

In the FY24 period (July 2023 – June 2024), 13 employees participated in the Ngadju Cross-Cultural Training program at the Nova Operation.

Financial Year		FY22		FY23		FY24	
# of participants	+/-% (change from previous FY)	52	+247%	57	+10%	13	-77%

We partnered with a Whadjuk Noongar business to co-design and develop a new Whadjuk Noongar Cross-Cultural Training program for delivery at our head office location in South Perth. Delivery of the new program to our employees will commence in the second half of 2024.

We developed a new Cultural Protocols document that includes guidance, information, and IGO's position on cultural issues and engagement with Aboriginal and Torres Strait Islander peoples. The Cultural Protocols document includes Acknowledgement of Country and Welcome to Country protocols. We will publish and promote the Cultural Protocols document to our employees and external stakeholders in the second half of 2024. Refer to our Progress on Deliverables for more information about our work.

Challenges

We launched our RAP in August 2023 after a comprehensive consultation and drafting process with a range of stakeholders. We planned for RAP implementation in a business environment with three distinct operational sites and wide scope to develop innovative initiatives that would progress relationships with and opportunities for Aboriginal and Torres Strait Islander peoples.

By June 2024, our business had faced substantial changes and challenges that we did not anticipate and as such the implementation of our RAP has been impacted by a mix of both internal and external factors, including:

- Financial pressures on the business caused by changes in the nickel market;
 - A key development in the March 2024 quarter was IGO's difficult decision to move the Cosmos site into care and maintenance, which will impact our future operations and community engagement activities at this location;
- Large-scale change to our people, systems, and processes, including restructure of our corporate and exploration teams and the changing operational outlook for IGO (i.e. moving to a single operation by the end of 2024);

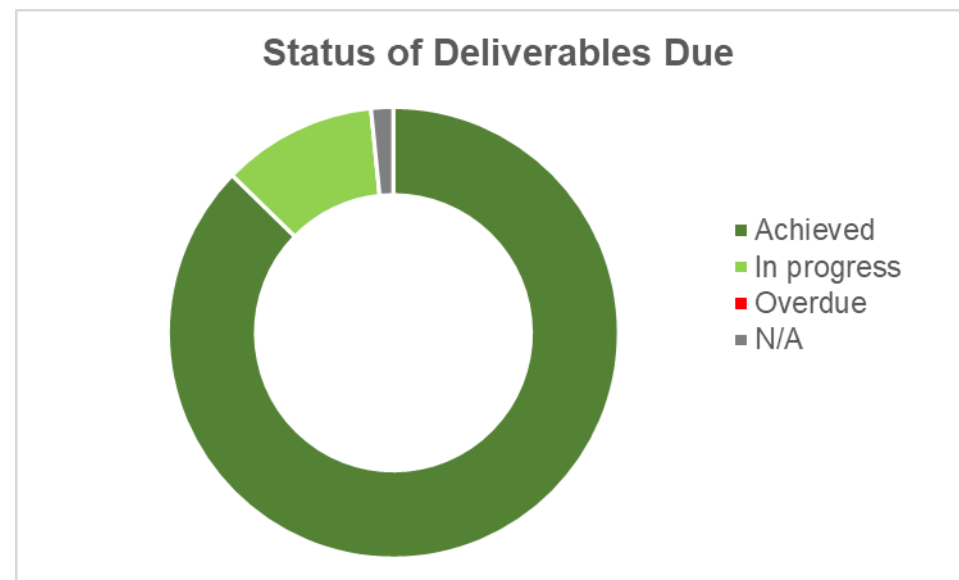
- Resourcing constraints of our people who are balancing competing priorities and time commitments, particularly in a difficult operational environment;
- Challenges in identifying, integrating, and recording our progress across the business, for example:
 - Work streams that intersect with our RAP deliverables but are not managed by people with assigned responsibilities under the RAP; and
 - Informal and ad hoc engagement and ongoing work with Traditional Owners by people in different parts of the business that supports but is not always acknowledged as part of the RAP activities.

Learnings

IGO's first ever RAP is an Innovate RAP. Some of the key learnings from our first RAP include:

- Establishing a governance framework was essential to help guide and inform the implementation process;
 - Collaboration with our RAP Working Group and Advisory Group has been instrumental in the development and implementation of specific work programs to achieve our RAP deliverables.
 - Timeframes for coordinating Traditional Owner representatives for consultation must consider field activities and cultural commitments (e.g. heritage surveys, lore time, etc.).
- It is important to prioritise consultation, fairness, and transparency in our engagement with communities, Traditional Owners, and Aboriginal and Torres Strait Islander peoples;
- We need to better refine accountabilities and responsibilities for specific RAP deliverables to ensure programs of work are met in the required time frame (or example, assign only one responsible person or one lead and one support); and
- There are opportunities to improve our data collection, validation, and reporting practices to ensure we maintain data consistency and integrity.

Progress on Deliverables






IGO committed to a total of **116 deliverables** under 15 key actions during implementation of our RAP between 2023 and 2025, including some deliverables that recur on a quarterly or annual basis.




There were **63 deliverables due** between August 2023 and June 2024.

We **achieved 90% of these deliverables**, with work on 10% of these deliverables still underway.

Our progress is detailed in the following pages.

Legend

	Achieved
	In Progress
	Overdue
	Not yet commenced

AUGUST 2023					
Action	Deliverable	Timeline	Responsibility	Progress	Status
Establish and maintain an effective RAP Working Group (RAP WG) to drive governance of the RAP.	Meet at least four times per year to drive and monitor RAP implementation.	February, May, August, and November, annually	IGO RAP Coordinator	As we only launched our RAP at the end of August, we determined that a RAP WG meeting in August was not necessary. We will hold future quarterly meetings in accordance with our planned schedule.	
	Maintain Aboriginal and Torres Strait Islander staff representation on the RAP WG.	February, May, August, and November, annually	IGO RAP Coordinator	Our RAP WG includes Aboriginal and Torres Strait Islander staff representation.	
Build accountability and transparency through reporting RAP achievements, challenges,	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August, annually	IGO RAP Coordinator	Completed.	

AUGUST 2023

Action	Deliverable	Timeline	Responsibility	Progress	Status
and learnings both internally and externally.					

SEPTEMBER 2023

Action	Deliverable	Timeline	Responsibility	Progress	Status
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Investigate Supply Nation membership.	September 2023	Head of Contracts and Procurement	We have built many strong relationships directly with Aboriginal and Torres Strait Islander businesses who support our work. We reviewed Supply Nation membership but determined that for now we will continue to focus on identifying, developing and fostering strong relationships directly with Aboriginal and Torres Strait Islander businesses, particularly those businesses associated with the Country on which we operate.	●
Provide appropriate support for effective implementation of RAP commitments.	Define and maintain appropriate systems to track, measure and report on RAP commitments.	September 2023	IGO RAP Coordinator	To track, measure and report our RAP progress, we have established electronic systems supported by our governance framework (RAP Implementation Committee; RAP Working Group; and the Aboriginal and Torres Strait Islander Peoples Advisory Group, assisted by the RAP Support Team). We plan to manage our RAP tracking and reporting governance via a new governance, risk and compliance system in 2024.	●

SEPTEMBER 2023

Action	Deliverable	Timeline	Responsibility	Progress	Status
Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	IGO RAP Coordinator	We completed and submitted the RAP Impact Questionnaire to provide baseline data for future assessment of our RAP implementation and progress.	●
	Report RAP progress to all staff and senior leaders quarterly.	September, December, March, June, annually	IGO RAP Coordinator	Completed. We report a summary of our progress to our employees at the end of each quarter and communicate via internal reporting channels.	●
Support the Uluru Statement from the Heart.	Publicly acknowledge and support: <ul style="list-style-type: none"> Constitutional recognition of Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia; and The Uluru Statement from the Heart and the process of truth telling and healing that it seeks to achieve 	September 2023	Chief Executive Officer, Head of Communications	We have stated our position publicly in our RAP and we have highlighted this position via internal employee communications.	●

SEPTEMBER 2023

Action	Deliverable	Timeline	Responsibility	Progress	Status
	for First Nations peoples through a voice to Parliament.				
	Encourage our employees to ask, listen and learn about the proposed Aboriginal and Torres Strait Islander Voice to Parliament to make an informed decision in the Voice referendum.	September 2023	Chief Executive Officer, Head of Communications	We have shared our desire for employees to educate themselves about the Voice referendum both directly via internal communications to our employees and indirectly through employee engagements with our RAP Support Team.	●

OCTOBER 2023

Action	Deliverable	Timeline	Responsibility	Progress	Status
Establish and maintain mutually beneficial relationships with Aboriginal and Torres	Establish an Aboriginal and Torres Strait Islander Peoples Advisory Group (Advisory Group) comprised of Traditional Owner	October 2023	Manager – Land Access and Heritage	We held the first meeting with the Advisory Group on 28 November 2023 to introduce IGO, our people, our operations, and our RAP. The Advisory Group includes representatives from Traditional Owner Groups and Aboriginal Corporations associated with our operational footprint.	●

OCTOBER 2023

Action	Deliverable	Timeline	Responsibility	Progress	Status
Strait Islander stakeholders and organisations.	representatives from across our operational footprint.			The Advisory Group will be a forum for IGO to consult on, challenge, and validate our planned RAP activities to drive better quality outcomes.	
	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	October 2023	Manager – Land Access and Heritage	At the November 2023 Advisory Group meeting we discussed a draft Terms of Reference document to reflect our shared understanding for future engagement, to be finalised at a future meeting.	●
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	October 2023	Community, Heritage Engagement Advisor, Manager – Land Access and Heritage	<p>We conducted a review of our existing Cross-Cultural Training (CCT) program and our Ngadju Traineeship Program through consultation with key employees from our Learning and Development, Cultural Advisory / Heritage, and People and Culture teams.</p> <p>We will consult with the RAP Advisory Group in the development of a new cultural learning strategy to consider the design of our traineeship programs, appropriate CCT content, the potential for different modes of CCT delivery, and wider employee participation in CCT.</p>	●
Improve employment outcomes by	Build understanding of current Aboriginal and Torres Strait	October 2023	Head of Capability and Performance,	We reviewed our employment data to understand current Aboriginal and Torres Strait Islander resourcing levels across our different locations.	●

OCTOBER 2023

Action	Deliverable	Timeline	Responsibility	Progress	Status
increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Islander staffing to inform future employment and professional development opportunities.		Manager Talent*	We now have a clear understanding of our work force composition and through engagement, we have identified some actions we can take in future to better promote our opportunities.	

* Job title *Senior Talent Acquisition Advisor* has been updated to *Manager Talent*.

NOVEMBER 2023

Action	Deliverable	Timeline	Responsibility	Progress	Status
Promote reconciliation through our sphere of influence.	Engage with IGO's Joint Venture Partners and Business Partners on our RAP commitments and initiatives.	November 2023	Chief Executive Officer	Various members of the IGO RAP Implementation Committee have met with some of our Joint Venture partners, including Talison Lithium, and our peers to share information about our RAP plans and progress as well as provide support and guidance. The process of engagement with our existing and new Joint Venture Partners and Business Partners will be ongoing during our two-year RAP implementation period.	●
Establish and maintain an effective RAP WG to drive	Meet at least four times per year to drive and monitor RAP implementation.	February, May, August, and November, annually	IGO RAP Coordinator	Our RAP WG met for the first time since the inception of our RAP, in November 2023. At this meeting we: <ul style="list-style-type: none"> Provided information and sought general feedback about our overall RAP plans and progress; 	●

NOVEMBER 2023

Action	Deliverable	Timeline	Responsibility	Progress	Status
governance of the RAP.				<ul style="list-style-type: none"> Discussed the proposed RAP WG Terms of Reference for 2023 – 2024; Discussed the role of RAP WG members; and Planned the format and structure of future meetings. 	
	Maintain Aboriginal and Torres Strait Islander staff representation on the RAP WG.	February, May, August, and November, annually	IGO RAP Coordinator	Our RAP WG includes Aboriginal and Torres Strait Islander staff representation.	●

DECEMBER 2023

Action	Deliverable	Timeline	Responsibility	Progress	Status
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Engage with our Aboriginal and Torres Strait Islander staff and the Advisory Group to consult and inform our recruitment, retention, and professional development strategy.	December 2023	Head of Capability and Performance, Manager Talent*	<p>IGO's annual employee engagement survey allows IGO to explore anonymous employee perspectives around a range of issues.</p> <p>We reviewed some of the deidentified responses of our Aboriginal and Torres Strait Islander employees regarding learning and development. We found that while the responses were generally favourable, there are opportunities for improvement.</p>	●

DECEMBER 2023

Action	Deliverable	Timeline	Responsibility	Progress	Status
				<p>We are working on developing a forum to engage directly with our Aboriginal and Torres Strait Islander employees for further consultation.</p> <p>At the March 2024 Advisory Group meeting, we presented our proposed strategy for consultation and received informative feedback.</p> <p>We will continue to inform our strategy through ongoing engagement and consultation with our employees and the Advisory Group in future.</p>	
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	December 2023	Head of Contracts and Procurement, General Managers	<p>We reviewed an existing IGO standard which encapsulates both Aboriginal and Torres Strait Islander employment and contracting with Aboriginal and Torres Strait Islander businesses.</p> <p>We determined that a dedicated standard focussed on contracting would be more suitable to drive successful outcomes. There is a separate RAP deliverable directed to our employment strategy.¹</p> <p>We drafted a new standard to formalise our contracting and procurement strategy and support the development of Aboriginal and Torres Strait Islander businesses and consulted with the Advisory Group to finalise. Key aspects of the revised Aboriginal and Torres Strait Islander Engagement and Contracting Standard include:</p>	●

¹ Refer to RAP deliverable: *Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.*


DECEMBER 2023

Action	Deliverable	Timeline	Responsibility	Progress	Status
				<ul style="list-style-type: none"> The introduction of a centralised capability register for Aboriginal and Torres Strait Islander businesses, and New tools to help identify suitable businesses and track our usage. <p>We have now commenced implementation and communication of the Standard across the business as part of broader updates to our contracting and procurement processes.</p>	
Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	Consult our Advisory Group to provide ongoing review and input for our RAP implementation process.	December, annually	Manager – Land Access and Heritage	<p>We presented an overview of our RAP and implementation plans to the Advisory Group members at the November 2023 meeting. At the March 2024 meeting, we presented a detailed agenda of our RAP implementation plans and outcomes.</p> <p>The Advisory Group provided general and specific feedback to IGO that we will consider as we continue implementation of our RAP.</p>	●
	Report RAP progress to all staff and senior leaders quarterly.	September, December, March, June, annually	IGO RAP Coordinator	Completed. We report a summary of our progress to our employees at the end of each quarter and communicate via internal reporting channels.	●
Promote positive race relations through anti-	Continue to educate senior IGO leaders on the effects of racism.	December, annually	Manager Capability*	All IGO employees and senior leaders are educated on anti-discrimination, bullying and harassment through our Custodians of Culture and Respect in the Workplace learning programs.	●

DECEMBER 2023					
Action	Deliverable	Timeline	Responsibility	Progress	Status
discrimination strategies.				We are currently revising our leadership framework, which sets out expectations of our leaders and associated development offerings, including a requirement for our leaders to be inclusive and equipped to understand the impacts of racism and their role in eliminating racism.	

* Job title *Senior Talent Acquisition Advisor* has been updated to *Manager Talent*; job title *Manager – Learning and Development* has been updated to *Manager Capability*.


JANUARY 2024					
Action	Deliverable	Timeline	Responsibility	Progress	Status
N/A	N/A				

FEBRUARY 2024					
Action	Deliverable	Timeline	Responsibility	Progress	Status
Establish and maintain an effective RAP WG to drive governance of the RAP.	Meet at least four times per year to drive and monitor RAP implementation.	February, May, August, and November, annually	IGO RAP Coordinator	Our RAP WG met in March 2024. At this meeting we: <ul style="list-style-type: none"> • Provided information about our overall RAP progress; • Presented our proposed plans for internal feedback ahead of the RAP Advisory Group meeting (feedback was shared with the responsible person/s for each deliverable); and 	

FEBRUARY 2024

Action	Deliverable	Timeline	Responsibility	Progress	Status
				<ul style="list-style-type: none"> Highlighted upcoming opportunities for RAP WG members to participate in industry networking and Reconciliation Week events. 	
	Maintain Aboriginal and Torres Strait Islander staff representation on the RAP WG.	February, May, August, and November, annually	IGO RAP Coordinator	Our RAP WG includes Aboriginal and Torres Strait Islander staff representation.	●
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2024	Company Secretary	<p>IGO has and continues to expand our engagement with Traditional Owner Groups where we have an operational and exploration footprint, in accordance with our RAP commitment to deliver local cultural engagement initiatives.</p> <p>We met with ReconciliationWA to discuss corporate membership opportunities.</p>	●
	Expand our community engagement program to all our operational sites.	February 2024	Company Secretary	<p>IGO's Corporate Giving Program is a key driver of our community engagement activities.</p> <p>The IGO Corporate Giving Committee initiated a review of our Corporate Giving Program, in consultation with the Advisory Group. Following the review, we have been working to:</p> <ul style="list-style-type: none"> Ensure that Aboriginal and Torres Strait Islander stakeholders and organisations are aware of IGO's Corporate Giving Program; 	●



FEBRUARY 2024

Action	Deliverable	Timeline	Responsibility	Progress	Status
				<ul style="list-style-type: none"> Identify opportunities to support new or revised programs / partnerships; and Where possible, broaden the impact of our Corporate Giving Program. <p>A key development in the March quarter was IGO's difficult decision to move the Cosmos site into care and maintenance, which will impact our future operations and community engagement activities in this area.</p>	
Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	February 2024	Chief People Officer	<p>We have mapped out a staff engagement strategy that includes:</p> <ol style="list-style-type: none"> Increased emphasis and resource commitment to the profile and activities associated with reconciliation, including National Reconciliation Week; Implementation of the Cultural Learning Strategy; Implementation of the Whadjuk Noongar Cross-Cultural Training Program; and Improvements to the onboarding of new employees through raising awareness of reconciliation, IGO's position on engagement with Aboriginal and Torres Strait Islander peoples and our expectations of employees, and requirements for undertaking training on cross-cultural issues. <p>We are managing ongoing implementation of the staff engagement strategy through our dedicated</p>	

FEBRUARY 2024

Action	Deliverable	Timeline	Responsibility	Progress	Status
				Governance, Staff Engagement, and Cultural Learning Strategies.	
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	February 2024	Community, Heritage Engagement Advisor	<p>We continue our broad engagement work with external stakeholders, including:</p> <ul style="list-style-type: none"> • Ngadju Native Title Aboriginal Corporation; • Tjiwarl Aboriginal Corporation; • Jamukurnu Yapalikurnu Aboriginal Corporation (JYAC); • JYAC's Martuku Watkamutiku (MW); • MW / Garli JV; • Gnaala Karla Booja; and • Tianqi Lithium Energy Australia. 	●
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	February 2024	IGO RAP Coordinator	<p>IGO met with ReconciliationWA (RecWA) to discuss corporate membership opportunities and benefits, including engagement about approaches to advance reconciliation. IGO is now a proud member of RecWA and our we are utilising our membership to engage with industry peers facilitated by RecWA working groups.</p> <p>IGO scheduled an event during Reconciliation Week 2024 with Michael Woodley, CEO of Yindjibarndi Aboriginal Corporation, to:</p> <ul style="list-style-type: none"> • Meet with Prescribed Body Corporate and Traditional Owner corporation CEOs and Chairs; and 	●

FEBRUARY 2024

Action	Deliverable	Timeline	Responsibility	Progress	Status
				<ul style="list-style-type: none"> Facilitate a discussion on reconciliation with IGO employees. 	
Promote positive race relations through anti-discrimination strategies.	In consultation with the Advisory Group, conduct a baseline review of our HR policies and procedures to identify existing anti-discrimination provisions and future needs and consult with the Advisory Group during our annual HR policy review.	February 2024 and November, annually	Chief People Officer	<p>We reviewed our HR policies and procedures to identify existing anti-discrimination provisions as part of a broader policy and procedure review.</p> <p>We will consult with the Advisory Group to consider any proposed changes and future needs in the second half of 2024.</p>	
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights	Consult the Advisory Group to inform the development and delivery of our cultural learning strategy.	February 2024	Manager – Land Access and Heritage	<p>We consulted with the Advisory Group in March 2024. Following consultation, we have finalised IGO’s Cultural Learning Strategy and commenced implementation, including:</p> <ul style="list-style-type: none"> Development of a dedicated Traditional Owners page on our intranet; Publication of our Cultural Learning Strategy; and External promotion of our Cultural Learning Strategy as part of our stakeholder engagement activities. 	

FEBRUARY 2024

Action	Deliverable	Timeline	Responsibility	Progress	Status
through cultural learning.	Continue to deliver and work to expand the delivery of cross-cultural awareness training across our organisation.	February 2024	Community, Heritage Engagement Advisor, Manager – Land Access and Heritage	We partnered with a Whadjuk Noongar business to co-design and develop a new Whadjuk Noongar Cross-Cultural Training program for the South Perth office. We will begin delivery of the program in the second half of 2024.	●
	Set specific targets and obligations for our cultural training commitments.	February 2024	Community, Heritage Engagement Advisor, Manager – Land Access and Heritage, Manager Capability*	<p>New employees will be required to complete a learning module at onboarding stage that is consistent with IGO's Cultural Learning Strategy to:</p> <ul style="list-style-type: none"> • Raise awareness of reconciliation, • Identify IGO's position on engagement with Aboriginal and Torres Strait Islander peoples and our expectation of employees; and • Improve cross-cultural awareness. <p>From July 2024, all new employees and existing employees that have not previously completed an IGO cross cultural training course will be required to complete training as part of onboarding / training requirements.</p>	●
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by	Increase staff's understanding of the purpose and significance behind cultural protocols, including	February 2024	Head of Communications, Manager Capability, Manager – Land	As part of the formation of our Cultural Learning Strategy, we developed a Cultural Protocols document that includes guidance, information, and IGO's position on cultural issues and engagement with Aboriginal and Torres Strait Islander peoples.	●

FEBRUARY 2024

Action	Deliverable	Timeline	Responsibility	Progress	Status
observing cultural protocols.	Acknowledgement of Country and Welcome to Country protocols.		Access and Heritage	<p>The Cultural Protocols document includes Acknowledgement of Country and Welcome to Country protocols and will be circulated and promoted to employees and external stakeholders.</p> <p>We will manage ongoing implementation of the cultural protocols document through our dedicated Governance, Staff Engagement, and Cultural Learning Strategies.</p>	
	Invite Traditional Owners or Elders to provide an onsite Welcome to Country or other appropriate cultural protocols at significant events and / or at the beginning of each calendar year.	February 2024	Head of Communications	The invitation to Traditional Owners or Elders to provide a Welcome to Country for significant events or to undertake other culturally appropriate actions such as a smoking ceremony is now a standard practice at IGO.	●
Build accountability and transparency through reporting RAP achievements, challenges, and learnings	Implement a baseline Social Impact Assessment as part of our RAP systems and processes.	February 2024	Manager – Land Access and Heritage	A baseline Social Impact Assessment (SIA) is a standard practice in relation to IGO projects. We will expand SIAs to include assessment of our RAP systems and processes concurrent with our regular SIA scheduling.	●

FEBRUARY 2024


Action	Deliverable	Timeline	Responsibility	Progress	Status
both internally and externally.					
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs including appropriate funding for RAP implementation.	February, annually	IGO RAP Coordinator, Group Financial Controller	We allocated dedicated funding in our annual budget for RAP implementation resources to achieve our RAP deliverables.	●
	Engage IGO senior leaders and other staff in the delivery of RAP commitments.	February, annually	IGO RAP Coordinator, Community, Heritage Engagement Advisor	We have formed the RAP Implementation Committee (RAPIC) comprised of employees and senior leaders with assigned responsibilities under the RAP. The RAPIC meets monthly to review implementation plans and progress and we share RAP updates status via quarterly reports, our intranet page, and our RAP WG.	●

* Job title *Manager – Learning and Development* has been updated to *Manager Capability*.

MARCH 2024



Action	Deliverable	Timeline	Responsibility	Progress	Status
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander	Develop, implement, and communicate a cultural learning strategy for our business.	March 2024	Community, Heritage Engagement Advisor, Manager – Land Access and Heritage, Manager	We have developed and are in the process of implementing and communicating our Cultural Learning Strategy across the business. We expect the Cultural Learning Strategy to be operationalised in the second half of 2024, including how we will incorporate it into our employee induction programs.	●

MARCH 2024

Action	Deliverable	Timeline	Responsibility	Progress	Status
cultures, histories, knowledge, and rights through cultural learning.			Capability,* Head of Capability and Performance		
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop, implement, and communicate a Cultural Protocol document, including protocols for Acknowledgement of Country and Welcome to Country.	March 2024	Community, Heritage Engagement Advisor, IGO RAP Coordinator, Manager – Land Access and Heritage	We have developed and are in the process of implementing and communicating our Cultural Protocols document across the business in accordance with our Cultural Learning Strategy. ²	
	Offer a Welcome to Country for new or relocating Aboriginal and Torres Strait Islander employees.	March 2024	Community, Heritage Engagement Advisor, Manager – Land Access and Heritage, Manager Talent*	This process has been implemented as part of our Cultural Learning Strategy and is being incorporated into our new employee onboarding process.	
Improve employment outcomes by increasing	Develop and implement an Aboriginal and Torres Strait Islander	March 2024	Head of Capability and	We consulted with the Advisory Group in the development of our IGO Aboriginal & Torres Strait Islander Recruitment, Retention & Development	

² For more detail, refer to RAP deliverables: *Develop, implement, and communicate a cultural learning strategy for our business*; and *Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols*.

MARCH 2024

Action	Deliverable	Timeline	Responsibility	Progress	Status
Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	recruitment, retention and professional development strategy.		Performance, Manager Talent*	Strategy and we are now implementing this Strategy across the business.	
	In consultation with the Advisory Group, review our leave procedure and practices to help Aboriginal and Torres Strait Islander employees meet their family and cultural obligations.	March 2024	Chief People Officer	As part of as part of a broader policy and procedure review, ³ we reviewed our Leave Procedure to consider any changes required to help our Aboriginal and Torres Strait Islander employees meet their family and cultural obligations. We will consult with the Advisory Group in the second half of 2024 and implement any changes as part of the IGO Aboriginal & Torres Strait Islander Recruitment, Retention & Development Strategy. ⁴	
Build accountability and transparency through reporting RAP achievements, challenges, and learnings	Report RAP progress to all staff and senior leaders quarterly.	September, December, March, June, annually	IGO RAP Coordinator	Completed. We report a summary of our progress to our employees at the end of each quarter and communicate via internal reporting channels.	

³ For more detail, refer to RAP deliverable: *In consultation with the Advisory Group, conduct a baseline review of our HR policies and procedures to identify existing anti-discrimination provisions and future needs and consult with the Advisory Group during our annual HR policy review.*

⁴ For more detail, refer to RAP deliverable: *Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.*

MARCH 2024

Action	Deliverable	Timeline	Responsibility	Progress	Status
both internally and externally.					

* Job title *Senior Talent Acquisition Advisor* has been updated to *Manager Talent*; job title *Manager – Learning and Development* has been updated to *Manager Capability*.

APRIL 2024

Action	Deliverable	Timeline	Responsibility	Progress	Status
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	When our Executive Leadership Team or Board holds meetings at site or on Country, work to facilitate opportunities for engagement with Traditional Owners and / or community.	April 2024	Chief Legal Officer	Throughout 2024, IGO's Chief Executive Officer and Managing Director, Ivan Vella, has attended all Advisory Group meetings and met with senior leadership and Elders from Tjiwarl Aboriginal Corporation and Ngadju Native Title Aboriginal Corporation. We will continue to facilitate further opportunities for engagement with our Executive Leadership Team and Board.	
Promote positive race relations through anti-discrimination strategies.	Engage with Aboriginal and Torres Strait Islander staff and/or the Advisory Group to	April 2024	Manager – Land Access and Heritage	We have commenced a broader review of our HR policies and procedures. ⁵ We will continue to engage with our Aboriginal and Torres Strait Islander employees and the Advisory Group about anti-discrimination matters as part of the implementation of the IGO Aboriginal & Torres Strait Islander Recruitment,	

⁵ For more detail, refer to RAP deliverable: *In consultation with the Advisory Group, conduct a baseline review of our HR policies and procedures to identify existing anti-discrimination provisions and future needs and consult with the Advisory Group during our annual HR policy review.*

APRIL 2024

Action	Deliverable	Timeline	Responsibility	Progress	Status
	consult on our anti-discrimination policy.			Retention & Development Strategy, Engagement Strategy, and Cultural Learning Strategy.	
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Consult our Advisory Group to provide ongoing review and input for our cross-cultural training, awareness, and engagement initiatives.	April 2024	Manager – Land Access and Heritage	At the July 2024 meeting, we consulted with the Advisory group about the IGO Aboriginal & Torres Strait Islander Recruitment, Retention & Development Strategy, Engagement Strategy, and Cultural Learning Strategy.	●
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	April 2024	Chief People Officer	As part of as part of a broader policy and procedure review, ⁶ we reviewed our HR policies and procedures to ensure that there are no barriers to employee participation in NAIDOC Week.	●

⁶ For more detail, refer to RAP deliverable: *In consultation with the Advisory Group, conduct a baseline review of our HR policies and procedures to identify existing anti-discrimination provisions and future needs and consult with the Advisory Group during our annual HR policy review.*

APRIL 2024

Action	Deliverable	Timeline	Responsibility	Progress	Status
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	April 2024	Manager Talent	<p>We engaged with our Aboriginal and Torres Strait Islander employees as well as the Advisory Group to better understand and utilise different forms and platforms for advertising our job vacancies. We have incorporated some of the suggested improvements into our internal Recruitment and Selection Procedure.</p> <p>We will manage ongoing implementation and improvements to advertising and employment via the IGO Aboriginal & Torres Strait Islander Recruitment, Retention & Development Strategy.</p>	●
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	April 2024	Head of Contracts and Procurement, General Managers	<p>As part of the new Aboriginal and Torres Strait Islander Engagement and Contracting Standard, we established a centralised capability register for Aboriginal and Torres Strait Islander businesses.⁷ The capability register is maintained by our Contracts and Procurement team.</p> <p>The Standard requires employees to review the register for relevant businesses to include in our procurement activities. We have embedded the process and requirements into our standard procurement practices.</p>	●
Provide appropriate support for effective	Maintain an internal RAP Champion from senior management.	April, annually	Chief Executive Officer	We have appointed our Chief Legal Officer as our internal RAP Champion from senior management.	●

⁷ Refer to RAP deliverable: *Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.*

APRIL 2024

Action	Deliverable	Timeline	Responsibility	Progress	Status
implementation of RAP commitments.					

MAY 2024

Action	Deliverable	Timeline	Responsibility	Progress	Status
Establish and maintain an effective RAP WG to drive governance of the RAP.	Meet at least four times per year to drive and monitor RAP implementation.	February, May, August, and November, annually	IGO RAP Coordinator	<p>Our RAP WG met in June 2024. At this meeting we:</p> <ul style="list-style-type: none"> • Provided information and updates about our overall RAP progress; • Shared information about our proposed plans ahead of the RAP Advisory Group meeting in July; • Sought feedback from the RAP WG about the impact of RAP implementation across different parts of the business; and • Asked WG members to share information and feedback about participation in internal and external Reconciliation Week events. 	●
	Maintain Aboriginal and Torres Strait Islander staff representation on the RAP WG.	February, May, August, and November, annually	IGO RAP Coordinator	Our RAP WG includes Aboriginal and Torres Strait Islander staff representation.	●

MAY 2024

Action	Deliverable	Timeline	Responsibility	Progress	Status
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May, annually	Head of Communications	We developed a dedicated intranet page for NRW that included key NRW and reconciliation information and resources. Our Chief Executive Officer and Managing Director, Ivan Vella, shared information and resources during NRW with our employees via an all-staff email.	●
	RAP WG members to participate in an external NRW event.	27 May - 3 June, annually	IGO RAP Coordinator, Head of Communications	We invited and supported our RAP WG members to participate in an external NRW event. Our RAP WG members participated in a range of events including the Reconciliation Breakfast, Reconciliation Walk, Reconciliation Memoirs, and yarning circles.	●
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, annually	Head of Communications	We promoted external NRW events to our senior leaders and employees via our dedicated NRW intranet page and email communications.	●
	Organise at least one NRW event each year.	27 May - 3 June, annually	Head of Communications	Over the course of NRW, we promoted the documentary <i>Exile in the Kingdom</i> to our employees to enhance our collective understanding of Aboriginal histories. In the South Perth office, we held a special presentation featuring Michael Woodley of the Yindjibarndi Aboriginal Corporation and Yindjibarndi Ngurra Aboriginal Corporation.	●

MAY 2024

Action	Deliverable	Timeline	Responsibility	Progress	Status
				<p>Michael shared his experiences with the challenges and opportunities related to self-determination and Yindjibarndi’s experience from pre-colonial and colonial times through to native title, mining development and the Nation building three Cs (Culture, Community and Commerce) associated with “Nation Building”. Following the presentation, Michael led an employee discussion.</p> <p>Each of our operational sites acknowledged NRW through informal events held throughout the week.</p>	
	Register all our NRW events on Reconciliation Australia’s NRW website.	May, annually	IGO RAP Coordinator	Completed.	●
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	May 2024	Chief People Officer, Manager Talent*	As part of a broader review of our HR policies and procedures, we incorporated diversity as a theme throughout our documents rather than as a separate policy. ⁸ We have also created a checklist to ensure that we provide Aboriginal and Torres Strait Islander applicants with an individualised approach and support throughout the recruitment process.	●

⁸ For more detail, refer to RAP deliverable: *In consultation with the Advisory Group, conduct a baseline review of our HR policies and procedures to identify existing anti-discrimination provisions and future needs and consult with the Advisory Group during our annual HR policy review.*



MAY 2024

Action	Deliverable	Timeline	Responsibility	Progress	Status
professional development.					
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	May 2024	Head of Contracts and Procurement, General Managers	We established a new Aboriginal and Torres Strait Islander Engagement and Contracting Standard that establishes a process and sets out mandatory internal requirements for the engagement of Aboriginal and Torres Strait Islander businesses. ⁹ We have embedded the process and requirements into our standard procurement practices.	●
Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	IGO RAP Coordinator	Completed.	●

* Job title *Senior Talent Acquisition Advisor* has been updated to *Manager Talent*.

⁹ Refer to RAP deliverable: *Develop and implement an Aboriginal and Torres Strait Islander procurement strategy*.

JUNE 2024

Action	Deliverable	Timeline	Responsibility	Progress	Status
Promote positive race relations through anti-discrimination strategies.	Develop, implement, and communicate an anti-discrimination policy for our organisation.	June 2024	Chief People Officer	We reviewed our HR policies and procedures to identify existing anti-discrimination provisions as part of a broader policy and procedure review. We plan to consult with the Advisory Group to consider any proposed changes and future needs in the second half of 2024.	
Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June, annually	IGO RAP Coordinator	Completed.	
	Report RAP progress to all staff and senior leaders quarterly.	September, December, March, June, annually	IGO RAP Coordinator	Completed. We report a summary of our progress to our employees at the end of each quarter and communicate via internal reporting channels.	