

# Australian Industry Participation (AIP) Standard Operating Procedure (SOP)



## 1.0 Intent

Chevron Australia actively supports Australian Industry Participation (AIP) as a core business policy. Chevron Australia is committed to working constructively with Australian industry (including regional and Aboriginal business) to identify and develop options to ensure Full, Fair and Reasonable opportunity is provided for Australian industry to participate whenever practically and economically possible. Chevron Australia's AIP Policy is presented in Attachment A.

The intent of an AIP Plan is to ensure that Full, Fair and Reasonable opportunity is provided for Australian industry, with the terms defined as follows:

- Full: Australian industry has the same opportunity afforded to other global supply chain partners to participate in all aspects of an investment project (for example, design, engineering, project management, professional services, IT infrastructure);
- Fair: Australian industry is provided the same opportunity as global suppliers and contractors to compete on investment projects on an equal and transparent basis, including being given reasonable time in which to tender; and
- Reasonable: Tenders are free from non-market burdens that might rule out Australian Industry and are structured in such a way as to provide Australian industries the opportunity to participate in investment projects. (Non market burdens do not refer to safety or environmental criteria, it is intended that Australian industry be given a 'fair go' to supply and contract for major projects).

## 2.0 Application

In this context and in the context of the Terms and Conditions of Contract, this AIP Standard Operating Procedure ('AIP Procedure') shall govern the Supplier/Contractor's actions and activities with respect to AIP.

Where skilled and professional labour, equipment or services are to be supplied by means of a subcontract, the Supplier/Contractor shall satisfy the terms, intent, policies, regulations and reporting requirements as set out in this AIP Procedure.

This AIP Procedure has been developed to support Chevron Australia's projects and operations in Western Australia and the Pilbara.

## 3.0 Definitions

TERM	DEFINITION
Aboriginal Business	Generally defined as an Australian registered entity with at least 51 percent Aboriginal Australian ownership. The extent to which a business is defined as an Aboriginal business further relates to the Aboriginal engagement outcomes. While ownership defines the business, full assessment of the ownership, management and benefit to Aboriginal peoples including employment outcomes can be considered.
Aboriginal Person	Defined as a person who: <ul style="list-style-type: none"> <li>• Is of Aboriginal Australian descent;</li> <li>• Identifies as an Aboriginal Australian; and</li> <li>• Is accepted as such by the Aboriginal community in which they live.</li> </ul> Use of Aboriginal within this document refers to both Aboriginal and Torres Strait Islander people.
AIP	Australian Industry Participation.

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TERM	DEFINITION
Australian Content	The percentage of a contract or purchase order that is carried out in Australia.
Australian Industry Participation National Framework	The AIP National Framework encourages Australian, State and Territory governments to adopt a consistent national approach to maximising AIP in investment projects by providing full, fair and reasonable opportunity to participate.
Native Title Group Member Business	Means an Aboriginal Business with majority ownership by Native Title Group Members or as otherwise determined in the Native Title Agreement with the relevant group. In relation to Wheatstone this means an Aboriginal Business with majority 100% ownership by Buurabalayji Thalanyji Member(s) or a joint venture or partnership in which a Buurabalayji Thalanyji Member Business has at least a 30 percent participating interest. All Native Title Party Group Member businesses shall be considered Aboriginal businesses.
Native Title Group Member Person	Means: <ul style="list-style-type: none"> <li>• In relation to the Gorgon Project a member of the Kuruma Mardudhunera native title party or the Yaburara Mardudhunera native title party; or</li> <li>• In relation to the Wheatstone Project a member of the Buurabalayji Thalanyji native title party.</li> </ul> All Native Title Group Member persons shall be considered Aboriginal persons.
Non-Australian Content	The percentage of a contract or purchase order that is not carried out in Australia.
Onslow Business	A business which provides goods or services within the town of Onslow or its immediate environs.
Other Australian Content	The percentage of a contract or purchase order that is carried out in Australia, excluding Western Australia.
Other Western Australian Content	The percentage of a contract or purchase order that is carried out in Western Australia, excluding the Pilbara region.
Pilbara Business	A business which provides goods or services within the Pilbara region of Western Australia, extending south to include the adjacent Shire of Exmouth.
Pilbara Content	The percentage of a contract or purchase order that is carried out in the Pilbara region of Western Australia, extending south to include the adjacent Shire of Exmouth.
Supplier/Contractor Group	Supplier/Contractor and subcontractors or sub-suppliers managed by Supplier/Contractor to provide the Products, Work and/or Services.
Western Australian Content	The percentage of a contract or purchase order that is carried out in Western Australia.

## 4.0 AIP and Aboriginal Engagement Plans

### 4.1 AIP Plan

The Supplier/Contractor shall proactively and energetically pursue and implement an AIP Plan that provides Full, Fair and Reasonable opportunity for Australian industry (including regional and Aboriginal business) to provide materials and services in support of the Products, Work and/or Services.

The Supplier/Contractor shall develop, and submit for Chevron Australia approval, an AIP Plan to achieve this goal. The AIP Plan shall continuously be addressed to monitor and update the following:

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- (A) Forecasts of the proposed AIP for execution of the Products, Work and/or Services by the Supplier/Contractor Group in the format(s) set out in Attachment B:
1. A forecast of AIP in the format set out in Table 1 in Attachment B in Australian dollars (AU\$) detailing proposed:
    - a) Values and percentages for Pilbara, Other Western Australian, Other Australian and non-Australian Content; and
    - b) Percentages for Aboriginal and Native Title Group Member business.
  2. Forecasts of the additional measures in the format set out in Table 2 in Attachment B detailing proposed:
    - a) Employment and (where requested) training outcomes for residents of Australia, Western Australia and the Pilbara;
    - b) Employment and training outcomes for Aboriginal and Native Title Group Member persons; and
    - c) Where applicable, employment outcomes for residents of Onslow and outcomes for Onslow business.
  3. Where the expected value of the contract is not known (or not able to be estimated) prior to award:
    - a) The value columns in Table 1 in Attachment B shall be replaced by a single column showing an estimate of the percentage that each scope and each sub heading is expected to constitute of the total contract value (shown as 100%);
    - b) The AIP forecasts in Table 1 and Table 2 in Attachment B should be based on Bidder's estimate on an annual basis of Pilbara, Other Western Australian, Other Australian and Non-Australian content and employment and training as appropriate for:
      - (i) Bidder's prior work for similar scopes for Chevron Australia or other similar organisation; or
      - (ii) Bidder's overall business in Western Australia or Australia; and
    - c) Bidder should specify on which basis Bidder's estimate has been determined.
- (B) The system to be used to identify and make use of Australian Content in the form of labour, professional services, equipment and materials, specifically detailing how the Supplier/Contractor will ensure that Full, Fair and Reasonable opportunity is given to Australian industry to participate whenever practically and economically possible.
- (C) Further actions or plans to be implemented in each of the following areas as applicable to promote the use of Australian Content and the achievement of the AIP forecasts in Attachment B:
1. Strategic partnering with and technology transfer to Australian industry;
  2. Promoting AIP within design and product specification;
  3. Promoting AIP within subcontracting and procurement strategies. including integration into global supply chains;
  4. Liaising with Industry Capability Network Western Australia (ICNWA) and industry groups to help identify Australian subcontractors and suppliers;
  5. Communicating subcontracting and sub-supply opportunities to Australian industry such as through the use of ProjectConnect and ICN Gateway;

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6. Promoting Pilbara employment and business participation, including where applicable:
  - a) Liaising with Pilbara regional business organisations such as the Karratha & Districts Chamber of Commerce & Industry and the Onslow Chamber of Commerce & Industry; and
  - b) Using regional business databases such as ePilbara and OnslowConnect.
7. Promoting Aboriginal business participation and employment;
8. Providing employment, training and education opportunities;
8. Initiatives supporting research and development and innovation; and
9. Reporting of AIP outcomes.

Where appropriate the AIP Plan should also identify opportunities for Onslow or other location-specific and/or relevant Native Title Group Member businesses and/or employment and training outcomes.

The Supplier/Contractor's AIP Plan shall be submitted to Chevron Australia for approval no later than sixty (60) days after the Effective Date on the Contract.

### 4.2 Aboriginal Engagement Plan

Where directed the Supplier/Contractor shall proactively and energetically pursue and implement an Aboriginal Engagement Plan specific to the proposed Products, Work and/or Services.

The Aboriginal Engagement Plan shall continuously be addressed to monitor and update actions or plans to be implemented in each of the following areas to promote Aboriginal engagement and the achievement of the Aboriginal engagement forecasts in Attachment B:

- (A) Promoting opportunities for Aboriginal and Native Title Group Member businesses;
- (B) Communication with Aboriginal businesses such as through engagement with Supply Nation and the Local Contracting Alliance;
- (C) Promoting opportunities for Aboriginal and Native Title Group Member employment and training;
- (D) Communication with Aboriginal communities, including, where applicable, Native Title Group Member communities; and
- (E) Implementation of internal strategies to support Aboriginal and Native Title Group Member participation, including:
  1. Cultural awareness training;
  2. Mentoring; and
  3. Cultural leave and other human resource policies.

The Aboriginal Engagement Plan shall be appended to or incorporated within the AIP Plan where an AIP Plan is prepared or otherwise shall be submitted to Chevron Australia for approval no later than sixty (60) days after the Effective Date on the Contract.

## 5.0 Obligations

AIP shall be a key aspect of the Supplier/Contractor's evaluation of all of its proposed subcontractors and sub-suppliers.

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The Supplier/Contractor shall implement a proactive AIP Plan for including Australian (including regional and Aboriginal) subcontractors and suppliers on its tender lists (who are qualified and capable of providing services, equipment and materials in accordance with the requirements of the scope).

This AIP Plan shall include, as a minimum, the use of ICNWA to identify capable Australian (including regional and Aboriginal) subcontractors and sub-suppliers for prequalification and tender lists.

The Supplier/Contractor shall:

- (A) Include Australian (including regional and Aboriginal) subcontractors and suppliers as advised by ICNWA to the Supplier/Contractor within the Supplier/Contractor's subcontracting and procurement process;
- (B) Give proper consideration and preference wherever possible to Pilbara, Other Western Australian, Other Australian, Aboriginal and Native Title Group Member subcontractors and sub-suppliers, where price, quality, delivery and service are equal to or better than that obtainable elsewhere; and
- (C) Utilise the ProjectConnect and/or ICN Gateway website(s) to register potential subcontractors and sub-suppliers where such a database has been established. The Supplier/Contractor shall be aware that on award, the Supplier/Contractor's name and contract details will be published on such a website.

### 6.0 Records and Reports

The Supplier/Contractor shall maintain records on AIP outcomes achieved to date by the Supplier/Contractor Group for the execution of the Products, Work and/or Services. These records will be subject to audit by Chevron Australia for compliance with AIP Exhibit Requirements and this AIP Procedure.

The Supplier/Contractor shall report as directed by Chevron Australia on AIP outcomes achieved to date by the Supplier/Contractor Group for the execution of the Products, Work and/or Services in the format(s) set out in Attachment C:

- (A) AIP outcomes achieved to date in the format set out in Table 3 in Attachment C in AU\$ detailing:
  - 1. Cumulative values and percentages for Pilbara, Other Western Australian, Other Australian and non-Australian Content; and
  - 2. Percentages for Aboriginal and Native Title Group Member business.
- (B) Outcomes achieved to date for the additional measures in the format set out in Table 4 in Attachment C detailing:
  - 1. Employment and (where requested) training outcomes for residents of Australia, Western Australia and the Pilbara;
  - 2. Employment and training outcomes for Aboriginal and Native Title Group Member persons;
  - 3. Cumulative number of subcontracts and/or purchase orders that have been placed by Supplier/Contractor Group with Pilbara, Aboriginal and Native Title Group Member businesses; and
  - 4. Where applicable, employment outcomes for residents of Onslow, and cumulative number and value of subcontracts and/or purchase orders that have been placed with Onslow businesses.

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The Supplier/Contractor shall report to Chevron Australia on matters impacting (or expected to impact) significantly on the attainment of the AIP forecasts as set in Attachment B and as agreed with Chevron Australia prior to award.

Additionally, on request the Supplier/Contractor shall provide:

- (A) Copies of correspondence, transactions, proceedings, and any other records relating to and arising from the Supplier/Contractor's obligations under this AIP Procedure, specifically associated with evidence of interaction with the ICNWA and the use of ProjectConnect and/or ICN Gateway;
- (B) Other documentation that supports any opportunities created by the Supplier/Contractor to support AIP;
- (C) A collated and summarised table pertaining to each subcontract or purchase order awarded providing evidence of a genuine attempt to promote AIP within the Supply Chain (i.e. the use of ICNWA and of ProjectConnect and/or ICN Gateway) particularly where equipment or services are not produced or provided in Australia; and
- (D) Records supporting employment and/or training initiatives and outcomes in relation to AIP forecasts as set out in Attachment B and AIP outcomes as set out in Attachment C.

## 7.0 Calculating Australian Industry Participation

### 7.1 Australian Content

As far as practicable, the measurement of AIP will focus on the actual source of supply/where the work is carried out rather than the location through which the order is placed. The location in which services are provided and resident and available, or materials are manufactured or where value adding takes place is indicative of the actual source of supply.

In general terms, value added is the wholesale price of goods and services less the value of imported products and services (including, without limitation, all components, embedded design, manufacturing, assembly and supply services) used for, or in, the supply of the product or services.

Except for foreign workers based in Australia for less than 6 months or Australian workers based overseas for less than 6 months, 100 percent of labour costs are allocated to the region the worker is resident; for Fly-In Fly Out workers that is where the worker resides when not on their employment swing. Labour costs associated with foreign workers based in Australia for less than 6 months should be considered non-Australian content; labour costs associated with Australian workers based outside Australia for less than 6 months should be considered Australian Content.

Marine, other transport and other major equipment items used to carry out work and services which are sourced from outside Australia need to be taken into consideration when calculating non-Australian Content. Similar consideration needs to be given where costs flow outside Australia for the use of such equipment (either internally within Contractor/Supplier's organisation or to other organisations). Major equipment sourced outside (or where significant costs for that equipment flow outside) the region also need to be considered when calculating Pilbara Content or Other Western Australian Content.

### 7.2 Pilbara and Aboriginal Business

Expenditure within the Pilbara such as in relation to engagement of workers residing in the Pilbara, and the value adding undertaken in the Pilbara through subcontracts and

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purchase orders shall be included within Pilbara Content. However, a business should not be considered a Pilbara business if its presence in the Pilbara is only to provide subcontract and sub-supply services to the Supplier/Contractor.

As all Native Title Group Member businesses are defined as Aboriginal businesses, the values and percentages reported for Aboriginal business will always be greater than or equal to those reported for Native Title Group Member business in Attachment C (and similarly for forecasts in Attachment B).

Where appropriate additional information may be sought subcontracts and purchase orders placed with individual Pilbara, Aboriginal, Native Title Group Member and Onslow businesses. Where appropriate, additional information may also be sought on outcomes in relation to other location-specific businesses.

### 7.3 Employment and Training

Calculation of persons that are residents of Australia and of the Pilbara should be guided by similar principles to those outlined in Section 7.1 regarding calculation of labour costs for Australian Content.

The Buurabalayji Thalanyji Aboriginal Corporation (BTAC) has nominated a designated authority for the purpose of confirming that a person is accepted and acknowledged as 'Thalanyji or Thalanyji-Relevant' in relation to employment on Chevron, or Chevron Australia-related, projects. Supplier/Contractor shall seek confirmation from that designated authority prior to reporting persons as being members of the Buurabalayji Thalanyji Native Title Group.

As all Native Title Group Member persons are defined as Aboriginal persons, the values and percentages reported for Aboriginal persons will always be greater than or equal to those reported for Native Title Group Member persons in Attachment C (and similarly for forecasts in Attachment B).

Where appropriate, additional information may also be sought on outcomes in relation to other location-specific employment and training measures.

### 8.0 Industry Capability Network of Western Australia

ICNWA is part of the ICN National Network, the specialist Australian vendor identification service. As a guide, some of the services provided by ICNWA to domestic and international companies and organisations include:

- (A) Identifying Australian (including Aboriginal, Native Title Group Member, Pilbara, and Western Australian) businesses with the capability to provide the required goods and services;
- (B) Locating potential Australian partners for joint ventures and technology transfer;
- (C) Providing industry briefings and seminars on procurement opportunities arising from projects within Western Australia; and
- (D) Supplying industry development services such as capability analysis, industry specific capability directories, and investigation into infrastructure requirements.

Contact Details:      Phone:            (+618) 9365 7623  
                                 Website:          [www.icnwa.org.au](http://www.icnwa.org.au)  
                                 Address:          180 Hay Street, East Perth WA 6004

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### 9.0 Australian Industry Participation Websites

The following websites may provide additional assistance to Supplier/Contractor in regards to AIP:

<a href="http://www.projectconnect.com.au">www.projectconnect.com.au</a>	ProjectConnect helps contractors and suppliers identify procurement opportunities within Western Australia and provides buyers with information on the capability of Australian businesses. ProjectConnect is operated by the Chamber of Commerce & Industry of Western Australia.
<a href="http://www.gateway.icn.org.au">www.gateway.icn.org.au</a>	ICN Gateway helps contractors and suppliers identify procurement opportunities within Australian projects and provides project buyers with information on the capability of Australian businesses. ICN Gateway is operated by the ICN National Network.
<a href="http://www.icnwa.org.au">www.icnwa.org.au</a>	See Section 8.0.
<a href="http://www.commerce.wa.gov.au">www.commerce.wa.gov.au</a>	The Western Australian Department of Commerce is the state agency responsible for industry participation matters. It works in conjunction with the Department of State Development where a State Agreement is in place. See Industry Development / Industry Participation.
<a href="http://www.industry.gov.au">www.industry.gov.au</a>	The Department of Industry, Innovation and Science is the Australian Government agency responsible for setting the AIP standards and guidelines which are incorporated within the Australian Jobs Act 2013. See Industry / Industry Initiatives / Australian Industry Participation.
<a href="http://www.epilbara.com.au">www.epilbara.com.au</a>	The Pilbara Business Capability Register (ePilbara) provides information on the products and services provided by businesses operating in the Pilbara. ePilbara is operated by the Pilbara Development Commission.
<a href="http://www.kdcci.asn.au">www.kdcci.asn.au</a>	The Karratha & Districts Chamber of Commerce & Industry promotes the interests of business community in Karratha and surrounding districts.
<a href="http://www.onslowcci.com.au">www.onslowcci.com.au</a>	The Onslow Chamber of Commerce & Industry (OCCI) promotes the interests of the business community in Onslow and Shire of Ashburton.
<a href="http://www.onslowconnect.com.au">www.onslowconnect.com.au</a>	OCCI's Onslow Connect website provides information on the products and services of businesses servicing the Onslow region.
<a href="http://www.supplynation.org.au">www.supplynation.org.au</a>	Supply Nation facilitates linkages between Australian corporate and government organisations and Aboriginal-owned businesses and operates the Indigenous Business Direct website providing information on the products and services provided by Aboriginal owned and operated businesses.
<a href="http://www.abdwa.com.au">www.abdwa.com.au</a>	Aboriginal Business Directory Western Australia provides information on the products and services provided by Aboriginal owned and operated businesses operating in Western Australia.
<a href="http://www.localcontracting.com.au">www.localcontracting.com.au</a>	Local Contracting Alliance (LCA) promotes and facilitates access for Aboriginal business to Western Australian industries; linking sellers and buyers in networking functions.
<a href="http://www.waera.com.au">www.waera.com.au</a>	The Western Australian Energy Research Alliance (WA:ERA) combines the expertise of three research institutions; CSIRO, Curtin University and the University of Western Australia. It provides research, development, education and technology based services, particularly to oil and gas businesses operating in Western Australia.
<a href="http://www.oil-itf.com">www.oil-itf.com</a>	The Industry Technology Facilitator identifies shared technology needs, fosters innovation, and facilitates the development and implementation of new technology on behalf of its membership of international oil and gas operating and service companies.





## **Attachment A - Chevron Australia Australian Industry Participation Policy**

***Chevron Australia will actively support Australian Industry Participation (AIP) as a core business policy by providing full, fair and reasonable opportunity for Australian industry to supply goods and services to Chevron Australia, in line with the Australian Industry Participation National Framework.***

### **Implementation**

To fulfil the objectives of this policy, Chevron Australia will:

- Utilise the resources of the Industry Capability Network (ICN) and other sources including ProjectConnect, ICN Gateway, and regional business and other vendor registration systems, as appropriate, to identify those Australian companies able to supply goods or services commensurate with the quality, safety, environmental, reliability and delivery standards and objectives of Chevron Australia.
- Provide information and facilitate briefings to Australian industry in order for local suppliers to have adequate time to identify potential opportunities.
- Identify structural impediments to competitive Australian industry participation, such as infrastructure and skills shortages and, with ICN support, make industry and government aware of any such perceived limitations.
- Encourage offshore manufacturing and service companies who have leading edge technology applicable to Chevron's Australian Business Unit to establish local facilities or manufacturing licensees and to aid in technology transfer.
- Assist Australian industry in forming strategic joint ventures or alliances with offshore companies.
- Facilitate contractor and subcontractor alignment with the policy, by including our AIP requirements in all contracts and purchase orders and make it a condition that these are reflected in all subcontracts and contractor placed purchase orders.
- Ensure that Australian design, engineering, manufacturing, construction and project management capabilities are considered when preparing scopes of work to enhance Australian industry opportunities, without impacting on Chevron's safety, environment, reliability, quality, cost or schedule objectives.
- Establish a supplier diversity program and work with regional organisations, Aboriginal organisations and ICN to establish links between Chevron Australia and local business, including capability register and capacity building activities.
- Establish a measurement system to track and report the extent to which Australian industry is utilised.

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### Attachment B - AIP Forecasts

**Table 1: AIP Values and Percentages – Forecast**

Table to be completed by Supplier/Contractor and agreed with Company prior to award:

Scope description	Value (AU\$)	Value (AU\$)				Percentage (%)				Percentage (%)	
	Total Value	Pilbara	Other Western Australian	Other Australian	Non-Australian	Pilbara	Other Western Australian	Other Australian	Non-Australian	Aboriginal business	Native Title Group Member business
Subcontract/Purchase Orders											
<Insert description>											
<Insert description>											
<Insert description>											
<b>Total Subcontract/POs</b>											
Direct											
<Insert description>										N/A	N/A
<Insert description>											
<b>Total Direct</b>										N/A	N/A
<b>Total Contract Value</b>											

Note:

- Total Contract Value is the sum of Total Subcontract/Purchase Orders (POs) plus Total Direct.
- Where the expected value of the contract is not known (or not able to be estimated) prior to award, the value columns shall be replaced by a single column showing an estimate of the percentage that each scope and each sub heading is expected to constitute of the total contract value (with the total value shown as 100 percent).

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**Table 2: Additional Measures – Forecasts**

Additional table to be completed by Supplier/Contractor and agreed with Company prior to award:

Measure Description		Forecast	Comment
1. Persons who will be engaged by the Supplier/Contractor Group to provide the Products, Work and/or Services that Bidder intends will be:			
<b>1.1 Employment</b>			
1.1.1	Residents of Australia	#	Peak number
1.1.2	Residents of Western Australia	%	Percentage of 1.1.1 above
1.1.3	Residents of the Pilbara	%	Percentage of 1.1.1 above
1.1.4	Aboriginal persons	%	Percentage of 1.1.1 above
1.1.5	Native Title Group Member persons	%	Percentage of 1.1.1 above
1.1.6	Where applicable, residents of Onslow	%	Percentage of 1.1.1 above
<b>1.2 Training</b> Undertaking apprenticeships, traineeships or cadetships and will be:			
1.2.1	Residents of Australia	%	Percentage of 1.1.1 above
1.2.2	Residents of Western Australia	%	Percentage of 1.1.1 above
1.2.3	Aboriginal persons	#	Number
1.2.4	Native Title Group Member persons	#	Number
<b>2. Onslow Business</b> Where applicable:			
2.1	Percentage of Total Contract Value Bidder intends will be fulfilled by Onslow businesses	%	Percentage of Total Contract Value (Table 1)

Note:

- Where appropriate additional forecasts may be sought in relation to other location-specific business and/or employment and training measures.

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### Attachment C - AIP Outcomes Achieved to Date

**Table 3: AIP Values and Percentages – Outcomes Achieved to Date**

Table to be completed by Supplier/Contractor and submitted to Company at the end of each reporting period:

Scope description	Value (AU\$)	Value (AU\$)				Percentage (%)				Percentage (%)	
	Total Value	Pilbara	Other Western Australian	Other Australian	Non-Australian	Pilbara	Other Western Australian	Other Australian	Non-Australian	Aboriginal business	Native Title Group Member business
Subcontract/Purchase Orders											
<Insert description>											
<Insert description>											
<Insert description>											
<b>Total Subcontract/POs</b>											
Direct											
<Insert description>										N/A	N/A
<Insert description>											
<b>Total Direct</b>										N/A	N/A
<b>Total Value</b>											

Note:

- Total Value is the sum of Total Subcontract/Purchase Orders (POs) plus Total Direct.
- Where appropriate additional information may be sought on subcontracts/purchase orders placed with individual Pilbara, Aboriginal and Native Title Group Member businesses.

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**Table 4: Additional Measures – Outcomes Achieved to Date**

Additional table to be completed by Supplier/Contractor and submitted to Company at the end of each reporting period:

Measure Description		Actual	Comment
1. Persons currently engaged by the Supplier/Contractor Group to provide the Products, Work and/or Services that are:			
<b>1.1 Employment</b>			
1.1.1	Residents of Australia	#	Number
1.1.2	Residents of Western Australia	#	Number
1.1.3	Residents of the Pilbara	#	Number
1.1.4	Aboriginal persons	#	Number
1.1.5	Native Title Group Member persons	#	Number
1.1.6	Where applicable, residents of Onslow	#	Number
<b>1.2 Training</b> Undertaking apprenticeships, traineeships, or cadetships and are:			
1.2.1	Residents of Australia	#	Number
1.2.2	Residents of Western Australia	#	Number
1.2.3	Aboriginal persons	#	Number
1.2.4	Native Title Group Member persons	#	Number
<b>2. Business</b> Subcontracts and/or purchase orders placed by Supplier/Contractor Group with:			
2.1	Pilbara businesses	#	Cumulative Number
2.2	Aboriginal businesses	#	Cumulative Number
2.3	Native Title Group Member businesses	#	Cumulative Number
2.4	Where applicable:		
2.4.1	Onslow businesses	#	Cumulative Number
2.4.2	Onslow businesses	\$	Cumulative Value AU\$

Note:

- Where appropriate additional information may be sought on subcontracts and purchase orders placed with individual Pilbara, Aboriginal, Native Title Group Member and Onslow businesses.
- Where appropriate additional information may be sought on outcomes in relation to other location-specific business and/or employment and training measures.