



modern slavery statement 2023

foreword

Chevron Australia is part of Chevron, one of the world's leading integrated energy companies. Around the world we stay focused on our strategy, core values, and commitments. This includes our commitment to environmental, social, and governance (ESG) issues that are priorities to our company, employees, partners, communities, and other stakeholders.

Globally, Chevron's 40,000 plus employees are essential to shaping the actions we take and in achieving our goals. We invest to help develop their full potential by building strong leaders at every level, cultivating a culture of empowerment and inclusion, and shaping talented, global teams with the skills needed to succeed. We continue to make progress across the ESG spectrum.

Chevron, including Chevron Australia, is committed to respecting human rights as set out in the United Nations Universal Declaration of Human Rights and the International Labor Organisation (ILO) Declaration on Fundamental Principles and Rights to Work,

including freedom of association and collective bargaining, nondiscrimination, elimination of forced labor and underage workers in the workplace. The issues we face are often complex challenges facing our sector and the communities where we operate.

Here at Chevron Australia, we approach these issues with a determination to live out the values embodied in The Chevron Way and our Business Conduct and Ethics Code. We are pleased to share our progress in this space and continue the journey in collaboration with our supply chain partners.

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1

introduction

The Modern Slavery Act 2018 (Cth) requires certain entities to disclose their efforts to address the issue of forced labour and human trafficking in their business operations and supply chains. The law was designed to increase consumers' knowledge about products they buy and the companies they choose to support.

This Modern Slavery Statement (Statement) is made by Chevron Australia Holdings Pty Ltd (ACN 098 079 344) and Chevron Australia Pty Ltd (ACN 086 197 757) (together, the Reporting Entities) for the reporting period 1 January 2023 to 31 December 2023.

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the structure, operations and supply chains of reporting entities

2.1 corporate structure

Chevron Australia Holdings Pty Ltd (**CAHPL**) is a company limited by shares, incorporated and domiciled in Australia. Its registered office is Unit 7, 61 Walters Drive, Osborne Park, W.A., 6017. CAHPL is the holding company for Chevron Australia Pty Ltd (**CAPL**).

The Reporting Entities are indirect subsidiaries of Chevron Corporation. Where this Statement refers to:

- “Chevron” it is a reference to Chevron Corporation and its direct and indirect subsidiaries; and

- “Chevron Australia” it is a reference to CAHPL, CAPL and their direct and indirect subsidiaries.

Chevron is one of the world's leading integrated energy businesses. Chevron and its subsidiaries explore for, produce and transport crude oil and natural gas; refine, market and distribute transportation fuels and lubricants; manufacture and sell petrochemicals and additives; and develop and deploy technologies that enhance business value in every aspect of the company's operations.

Chevron's success is driven by a dedicated, diverse and highly skilled global workforce united by the vision, values and strategies of The Chevron Way

and a commitment to deliver industry-leading results in any operating environment.

2.2 operations

The Reporting Entities' principal operations are in hydrocarbon exploration, appraisal evaluation, development, production and marketing. These activities are concentrated in offshore Western Australia where:

- CAPL is the operator of, and holds substantial working interests in, two major, Natural Gas Developments Gorgon and Wheatstone;
- CAPL is the operator of, and holds a majority operating working interest in, crude oil operations on Barrow Island;
- CAPL has a non-operated working interest in the North West Shelf (NWS) Venture;
- CAPL is part of three joint ventures that have been granted an interest in three greenhouse gas assessment permits offshore Australia;
- CAHPL subsidiaries have operated exploration acreage in the Exmouth and Carnarvon Basins; and
- CAHPL subsidiaries have a 100% owned and operated interest in the Clio, Acme and Acme West fields.

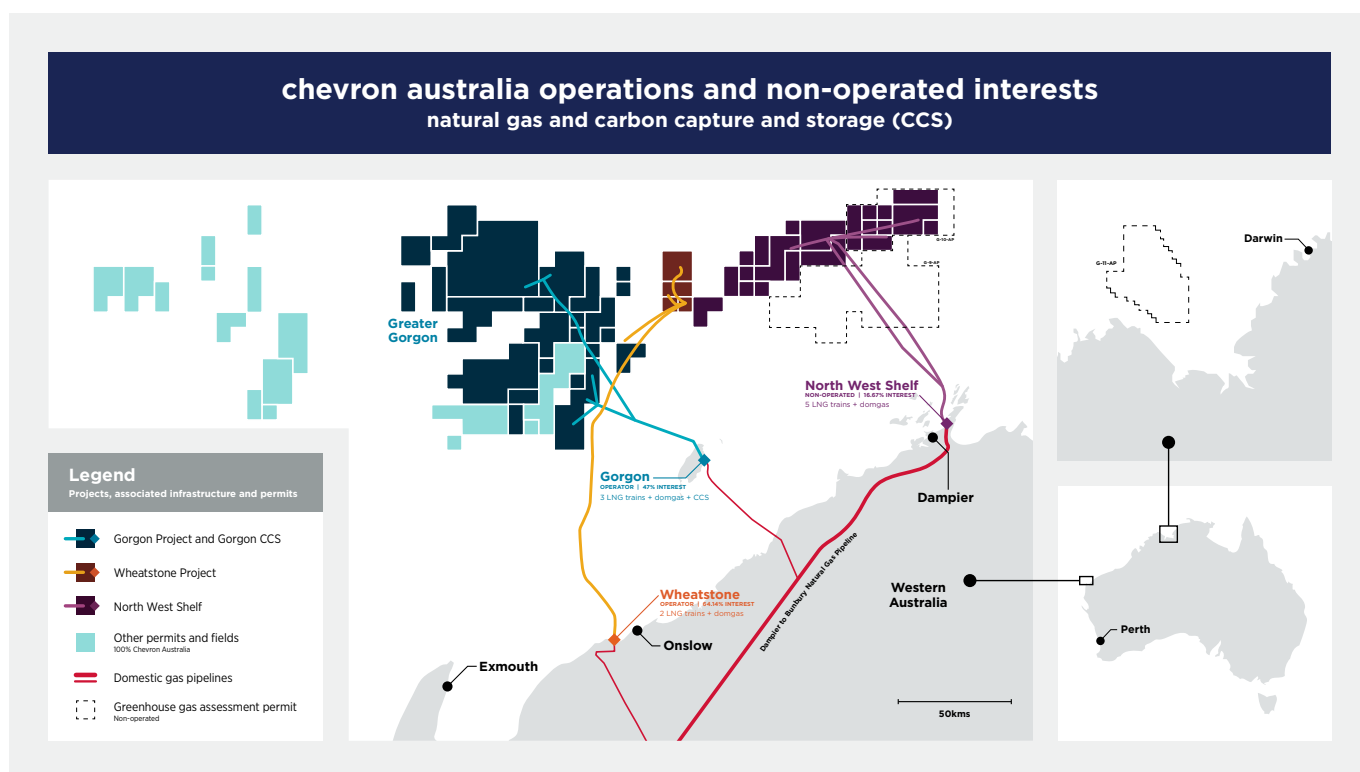
The Gorgon Project includes a three-train, 15.6 million-metric-ton-per-year LNG facility, a domestic gas plant,

and a carbon dioxide capture and storage facility on Barrow Island.

The Wheatstone Project is one of Australia's largest resource developments and the nation's first LNG hub. It includes a two-train, 8.9 million-metric-ton-per-year LNG facility, and a domestic gas plant located at Ashburton North on the coast of Western Australia.

The Reporting Entities and their subsidiaries hold the largest natural gas resource position in Australia in the offshore North West Shelf region. The operated interest spans more than 42,000 square kilometres of acreage and non-operated interests across more than 14,000 square kilometres - including a 16.7 percent participation in the North West Shelf Venture. The infographic below depicts the location of the Reporting Entities' operations in the North West Shelf region.

CAPL employs approximately 2000 employees, primarily located in Western Australia. These employees include oil and gas industry professionals employed in engineering, operations, professional and administrative disciplines which support our operations. CAHPL does not have any employees. Additionally, the Reporting Entities' subsidiaries do not have any employees, except for Chevron International Technical Center Pty Limited, which has approximately 6 employees



2.3 supply chains

The majority of CAPL’s supply chain personnel are based in Perth, Western Australia supported by some site-based personnel. Additionally, CAPL may enter into services agreements with other indirect affiliates of Chevron Corporation that provide supply chain contract administration and other services to CAPL. CAHPL is a holding company and does not have a supply chain distinct from CAPL. Additionally, all the Reporting Entities’ subsidiaries have their supply chains operated by CAPL.

During the Reporting Year, CAPL had a total procurement spend of approximately USD2B (which includes procurement for itself and on behalf of the Reporting Entities and their owned or controlled entities). The following table provides a high-level overview of industry categories within this procurement spend (CAPL suppliers).

supply chain locations



The majority of CAPL suppliers are Australian-domiciled entities, supplying products and services from Australia and other jurisdictions. Outside of Australia, our suppliers are mainly domiciled in jurisdictions including Bermuda, Canada, Gambia, Hong Kong India, Japan, Netherlands, Norway, Philippines, Singapore, United Kingdom, United States, Uruguay. For some projects, given the highly specialised nature of the services required in operations, subcontractors are approved before they can start work and nominate pre-approved vendors for consideration by contractors.

supply chain categories

Professional Services



- Site Services • Consulting
- Information Services
- Corporate Services
- Staff Augmentation

Asset Development and Technical



- Subsea & Pipelines
- Engineering Services
- Reliability & Integrity
- Technical Managed Projects

Logistics



- Aviation • Marine
- Facilities Management
- Waste Management
- Camp & Catering
- Freight Forwarding
- Civil Construction
- Shore base • Fuel • HES

Australian Head Office



- Professional services (including financial, legal, insurance and HR services)
- IT consultants
- Telecommunications,
- Safety clothing and equipment
- Recruitment and labour hire
- Office services and equipment
- Corporate real estate and facilities
- Marketing and advertising
- Travel and accommodation

Wells



- Wellheads • Well Equipment
- Well Construction Services and Commodities
- Rigs – Offshore & Land, Reservoir Management
- Well Intervention

Asset performance



- Operations Maintenance
- Equipment (Turbines, Valves, Pumps & Compressors)
- Production • Chemistry

3

risks of modern slavery practices

3.1 in operations

The Reporting Entities' operational modern slavery risk is low. CAPL's employees and contingent labour workforce are predominantly oil and gas professionals and administrative services providers, located in Western Australia. As a result of existing processes and practices, including recruitment, remuneration and compliance programs, the Reporting Entities are confident modern slavery risks are low within its own workforce. Similarly, the Reporting Entities' contingent labour workforce is supplied by reputable global and national agencies who are required to comply with domestic and international laws.

3.2 in supply chains

In 2023, CAPL's assessment of risk in the supply chains of the Reporting Entities and their owned or controlled entities continued to focus on first tier suppliers and approved subcontractors. In previous years, CAPL identified the following industry sectors as having higher inherent risk of modern slavery:

- Marine / Shipping
- Labour hire / outsourcing
- Commodities – supply chain reliance
- Infrastructure
- Services – security / catering / cleaning
- Facilities management
- Original equipment manufacturers / Consumables / Clothing
- Digital / Technology
- Fabrication / Construction & Maintenance
- Third party shipping and logistics
- Rigs

No additional supplier categories were identified as having a potential for heightened modern slavery risks during this Reporting Year. CAPL's evaluation of individual suppliers continued to focus on these sectors.

CAPL conducted its individual assessment of relevant suppliers based on a combination of information from our third-party managed platform (EcoVadis) and publicly available material on modern slavery risk in the oil and gas sector. EcoVadis is a globally recognized organisation engaged by CAPL to provide insights, including ratings and benchmarking, into the environmental, labour, human rights, ethics and sustainable procurement practices of business partners, providing visibility into the sustainability performance of supply chains. As part of EcoVadis' ranking and benchmarking process it assesses businesses on a 'labor and human rights' dimension including risks related to child labor, forced labor and human trafficking, working conditions and employee health and safety.

Through this collaboration with EcoVadis CAPL gained insight into the rankings, performance, and risk of suppliers registered and assessed on the EcoVadis platform. Findings included:

- CAPL suppliers had an average score in Labor and Human Rights compliance above global benchmarks.
- Globally CAPL's suppliers scored higher than their geographical benchmarks.
- Key areas for CAPL supplier improvement include increasing supporting documentation and evidence demonstrating applicability of policy and procedures. CAPL acknowledges that lack of documentation does not determine risk but presents an opportunity to work with suppliers.

No new categories of modern slavery risk were identified during this process.



4

our approach to assessing and addressing modern slavery risks

4.1 reporting entities' principles and policies

The Reporting Entities (along with Chevron more broadly) have adopted principles and policies to prevent modern slavery and human trafficking, as well as promote respect for human rights. The Reporting Entities commit to respecting human rights as set out in the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as adhere to the principles set out in the United Nations Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights and the International Finance Corporation's Performance Standards.

Chevron's Human Rights Policy is shaped around key areas relevant to our business:

- Employees
- Security

- Communities
- Suppliers and Contractors
- Other Business Partners

Chevron's commitment to respecting human rights wherever Chevron operates is embodied in the following materials, which have been adopted by the Reporting Entities:

- 1) The Chevron Way;
- 2) Business Conduct and Ethics Code (BC&EC);
- 3) Human Rights Policy;
- 4) Corporate Sustainability Report;
- 5) Chevron's Operational Excellence Management System;
- 6) The Business Conduct and Ethics Expectations for Suppliers and Contractors; and
- 7) Chevron's Hotline intranet site, or **chevronhotline.com**

Chevron Australia's Whistleblowing Policy has also been adopted by the Reporting Entities.

4.2 the chevron way, business conduct and ethics code and human rights policy

The Chevron Way guides how Chevron, including the Reporting Entities, works and establishes a common understanding of our culture and aspirations. Chevron's purpose is to develop the affordable, reliable, ever-cleaner energy that enables human progress. Our vision is to be the global energy company most admired for its people, partnership and performance. We aim to lead our industry in health, safety and environmental performance. The protection of people, assets, communities and the environment is our highest priority.

The Chevron Way is also foundational to Chevron's Business Conduct and Ethics Code (BC&EC), which refers to the Human Rights Policy and outlines commitments to uphold ethical business practices, including respect for labour rights. The BC&EC applies to all employees, directors, officers, contractors and suppliers, including those of the Reporting Entities.

Chevron's Human Rights Policy establishes expectations for managing human rights, including forced labour issues. The policy includes compliance requirements, guidance on training, processes and procedures, and tools. The policy applies to the Reporting Entities' employees, projects, and operations.

4.3 supplier engagement

CAPL's standard supplier agreements require its suppliers and contractors to adhere to all domestic laws and expects them to adhere to the International Labour Organization's Fundamental Principles and Rights at Work. These principles include the freedom of association, the right to collective bargaining, the elimination of forced and compulsory labour, the abolition of child labour, and the elimination of discrimination in the workplace.

These expectations are communicated through a variety of channels, including tenders and supplier due diligence documents, supplier agreements and Chevron's Business Conduct and Ethics Expectations for Suppliers and Contractors. CAPL expects its suppliers and contractors to treat their employees,

and to interact with communities, in ways that respect human rights and adhere to Chevron's Human Rights Policy.

CAPL has in place a supplier prequalification process that requires suppliers to attest to their ability to meet Chevron's requirements in relation to a number of areas. Elements of this process include Health, Safety and Environment (HSE), Finance, Compliance, Intellectual Property and employment conditions. All first-tier suppliers must be approved via this process before they can commence direct supply to CAPL.

4.4 managing supply chain risk

CAPL follows Chevron's Operational Excellence Management System which includes the Stakeholder Engagement and Issues Management (SEIM) Process, and the Environment Risk Assessment and Management (ERAM) Procedure. A global network of Qualified Social Facilitators (QSFs) is in place to lead social risk and impact assessments across project life cycles. The QSFs collaborate with the HSE Qualified Environmental Facilitators and Health and Medical subject matter experts to conduct these assessments. This coordination supports a systematic and risk-based approach to identifying, assessing and managing environmental, social and public health risks and potentially significant impacts. The potential impacts of Chevron's and Chevron's suppliers' activities on surrounding communities, natural resources, air quality, land and water, or community health and livelihoods, are part of the assessment framework. The risk assessments allow CAPL to consider how to safeguard the rights and interests of potentially impacted communities. Where further assessment is needed, CAPL teams can conduct stand-alone Human Rights Impact Assessments (HRIA).

During 2023, CAPL transitioned from its Contractor Health Environment and Safety Management (CHESM) process, to the Contractor Operational Excellence Management (COEM) process. Implementation of the COEM process assists CAPL to manage operational excellence (OE)/ HSE risks during contract execution. The COEM Process seeks to establish clear accountabilities, ensure active engagement of contractors, and provide a consistent COEM program to help prevent serious incidents and

fatalities and high-consequence events involving contractors. Major suppliers are selected for periodic audits based on a risk ranking determined by the nature of the work to be performed and responses to a questionnaire on supplier policies, processes and performance. The audits cover health, environmental and safety standards and compliance.

4.5 training, remediation and further information

Training is critical to operationalising the Reporting Entities' commitment to respecting human rights. Efforts are undertaken to build awareness of the Human Rights Policy amongst directors, officers and employees.

Training is provided to the individuals and functions most likely to encounter issues related to human rights. The Reporting Entities' human rights training is provided via computer-based training that targets key functions and includes compulsory training in relation to the Business Conduct and Ethics Code, which incorporates respect for human rights and

provides awareness of the Australian Modern Slavery legislation. Those key functions include operations, supply chain, shipping, human resources, legal and compliance.

Employees, suppliers, contractors and external stakeholders may communicate any concerns to Chevron's Corporate Compliance Hotline (available 24 hours a day, seven days a week in multiple languages). The Chevron Hotline provides a direct, effective and risk-free way to report suspected violations of Chevron's Business Conduct and Ethics Code, company policies, and applicable laws or regulations. Modern slavery is reportable via the Hotline. In addition, Chevron business units are required to maintain an operational-level grievance mechanism, which is accessible to local community members and provide a forum for social and human rights-related concerns to be brought forward. During 2023, no reports of modern slavery have been made to the Hotline in relation to the Reporting Entities' operations.



5

actions for 2023

During 2023, the Reporting Entities continued to focus their efforts on understanding supply chain risk in relation to modern slavery and reviewing associated due diligence mechanisms. An overview of the actions taken in 2023 are summarised as follows:



Supply Chain Analysis

- CAPL continued our partnership with EcoVadis, focusing on working with identified suppliers to complete their onboarding and profiles. This process was intended to provide the baseline data required to assess sustainability risk in our supply chain and in turn evaluate the value of the management tool. The primary focus continues to be to enhance transparency across our supply chain through contractor and supplier sustainability rankings inclusive of modern slavery risks, and performance management.
- Although assessments did not identify any direct instances of modern slavery within the Reporting Entities' supply chain in 2023, we remain committed to optimising the integrity of the due diligence program. This will enable us to identify any potential risks and work with business partners to implement appropriate mitigation measures.
- In line with this commitment, CAPL engaged a third-party auditor, accredited with the Association of Professional Social Compliance Auditors (APSCA), to collaborate with us on a pilot program of social compliance audits. The goal of the pilot was to work with identified key suppliers in a collaborative and learning-oriented manner to gain insights that would inform and advance the design of CAPL's due diligence program.
- During the pilot a number of notable learnings emerged:
 - It was observed that the business partners' understanding of modern slavery audit programs was not as comprehensive as expected, which may have contributed to some hesitation in their participation.
 - CAPL identified opportunities to proactively engage with business partners and facilitate discussions to enhance their understanding of their obligations.
 - While the initial timeframes allocated for the audit program were found to be shorter than required, this provided valuable insights for future planning.
- CAPL recognized the potential to further integrate modern slavery considerations and strengthen its supplier management program.
- As a result of learnings, the audit program now extends into the 2024 calendar year.

Training and awareness

- Increased leadership engagement and fluency to embed leadership sponsorship in human rights. The focus for CAPL in the first instance is to ensure robust compliance processes.
- Implemented and utilised EcoVadis tool to support creating transparency of suppliers and contractors' rankings and performance relating to modern slavery and human rights practices.
- Enhanced external awareness with the Australia human rights / modern slavery statement published on the enterprise website, in addition to local website and government registry.
- Undertook stakeholder engagement, awareness building and improved alignment on managing Modern Slavery risks.

Policy & Procedure Alignment

- Focused on testing and enhancing our due diligence program, working towards a more robust and auditable process with our suppliers. With third party auditor Intertek, CAPL initiated the process of collaborating with two suppliers to expand our practical learning to identify and implement leading practice.
- CAPL continues to maintain alignment and compliance with corporate policies and procedures.
- ABU Governance framework and processes are embedded into local Supply Chain procedures and handbooks.
- Active participation to highlight implemented enterprise-wide tender and contract language.

6

assessing the effectiveness of our actions

The Reporting Entities will seek to assess the effectiveness of their actions by tracking against the following goals for 2024:

Supply Chain Analysis

- Continue working with suppliers engaging with our external platform (EcoVadis) during 2024 to further enable assessment of modern slavery risks and compliance with human rights obligations.
- Proactively monitor the application of supplier due diligence as it relates to modern slavery and human rights.
- Continue to progress the pilot social audit program, undertaking a lookback post the pilot to identify key lessons learned.
- Based on learning from pilot audit process, CAPL will seek to implement or adapt strategies to continue to enhance the rigour of our due diligence programs with a focus on verification of desktop data collection and future audits in key identified risk areas / high-risk suppliers.
- Implement an awareness campaign with our supplier base to increase conversation and awareness of the CAPL due diligence program.
- Peer review lessons learned from audit pilot and identify opportunities to improve existing tender documentation requiring agreement with Business Conduct and Ethics Code, Supplier Due Diligence and associated governance to prohibit to modern slavery.
- Continue to improve appropriate contract delivery requirements including contractual clauses and commitments to Business Conduct and Ethics Code and introduction of modern slavery risk management plans for high-risk suppliers where appropriate.

Training

- Continue to expand awareness among employees and contractors of modern slavery, initiatives, and events.
- Increase visibility of relevant training programs or resources that are available to employees and suppliers, outside of any compulsory training modules.
- Develop greater understanding of the value and uptake of training by collecting data including:
 - Information on the frequency and duration of the training sessions.
 - Metrics or statistics on the number of employees and suppliers who have completed the training.
 - Feedback from employees and suppliers on the effectiveness of the training or awareness initiatives.
- Plans for future enhancements or updates to the training program.

Collaboration

- Continue to actively participate in the Human Rights Resources & Energy Collaborative and associated working streams – Shipping, Supply Chain and Remediation
- Continue to collaborate with business partners and suppliers in progressing industry awareness and identifying and mitigating risk.

Governance

- Continue to monitor, refine or adapt the application of governance framework established for modern slavery to align with CAPL business needs.
- Review the effectiveness and membership of the Modern Slavery Advisory Group and seek opportunities to embed into existing leadership mechanisms.

7 engagement

7.1 process of consultation

CAPL drafted this statement with the input of representatives from a number of functions including supply chain, human resources, legal and compliance. Each of these functions has Australia-wide responsibility, including each of the Reporting Entities and their owned or controlled entities (to the extent those entities are relevant to their function). CAPL is responsible for preparing the statement on behalf of itself, the other Reporting Entities and their subsidiaries. This statement was prepared in consultation with each of the Reporting Entities and their owned or controlled entities.

7.2 modern slavery advisory group

In 2022, CAPL established the Modern Slavery Advisory Group (MSAG), which is made up of representatives and experienced specialists across Chevron with the purpose of:

- Maintaining governance to CAPL decisions and directions in managing Modern Slavery,
- providing oversight and review of current practices, data verification and annual statements,

- providing guidance on mitigations processes in identified risk areas,
- exploring best practices and international issues impacting Chevron Australia.

7.3 human rights resources and energy collaborative

In 2022, CAPL became a member of the Human Rights Resources and Energy Collaborative (HRREC), made up of representatives from the energy, resources and mining sector with the purpose of sharing experiences in managing modern slavery risks and leading practice.

In 2023, CAPL hosted the Western Australia Branch of the UN Association of Australia Roundtable to discuss Human Rights education and capability development. The discussion brought together representatives from the HRREC group alongside government, industry and the tertiary education sector to discuss the challenges of human rights issues in the extractive industry and the opportunities for capacity building and training. Discussion at the event highlighted the value of raising awareness on progress, trends and opportunities in relation to human rights across the sector.



8

how this statement will be made available

This statement will be published on the internet on the Australian Government's Online Register for Modern Slavery Statements, Chevron and CAPL websites.

This statement was approved by the board of directors of each of the Reporting Entities on 25 June 2024. Duly signed by:

Mark Hatfield
Director
Chevron Australia Holdings Pty Ltd

Mark Hatfield
Director
Chevron Australia Pty Ltd

annexure – mandatory reporting criteria & page numbers

Mandatory criteria	Page number(s)
a) Identify the reporting entity	4
b) Describe the reporting entity’s structure, operations and supply chains.	4, 5, 6
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	6, 7
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	8, 9, 10, 11, 12
e) Describe how the reporting entity assesses the effectiveness of these actions.	12, 13
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).	13
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.	14

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