



modern slavery statement 2024

Chevron Australia Holdings Pty Ltd and Chevron Australia Pty Ltd

foreword

Chevron Australia Holdings Pty Ltd and Chevron Australia Pty Ltd (collectively referred to herein as “Chevron Australia”, “Reporting Entities”, “we” and “our”), are indirect subsidiaries of Chevron Corporation, one of the world’s leading integrated energy companies.

Through its subsidiaries and affiliates, Chevron Corporation produces oil and natural gas, manufactures transportation fuels, lubricants, petrochemicals and additives, and develops technologies that enhance our business and the industry. Unless otherwise stated, disclosure made in this Modern Slavery Statement do not include the operations, assets and activities of Chevron Corporation or any of its subsidiaries.

Chevron’s Australia’s 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 shaping talented, global teams with the skills needed to succeed.

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, non-discrimination, elimination of forced labour and underage workers in the workplace.

Here at Chevron Australia, we have a determination to live out the values embodied in The Chevron Way and Chevron Corporation’s Business Conduct and Ethics Code. We are pleased to share our progress in this Modern Slavery Statement.



Contents

Contents	i
1 Introduction	2
2 The structure, operations and supply chains of Reporting Entities	2
2.1 Corporate structure	2
2.2 Operations	2
2.3 Supply chains	3
3 Risks of modern slavery practices	5
3.1 In operations	5
3.2 In supply chains	5
4 Our approach to assessing and addressing modern slavery risks	5
4.1 Reporting Entities' principles and policies	5
4.2 The Chevron Way, Business Conduct and Ethics Code and Human Rights Policy	6
4.3 Supplier engagement	7
4.4 Managing supply chain risk	7
4.5 Training, remediation and further information	8
5 Actions for 2024	8
6 Social Audit Learnings	9
6.1 Audit Program Review	9
7 Assessing the effectiveness of our actions	10
8 Engagement	11
8.1 Process of consultation	11
8.2 External Engagement	11
9 How this statement will be made available	12

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), Chevron Australia Pty Ltd (ACN 086 197 757) and their direct and indirect subsidiaries (together, the **Reporting Entities** or **Chevron Australia**) for the reporting period 1 January 2024 to 31 December 2024.

2 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 c/- Prime Company Compliance, Level 1, 162 Grand Boulevard, Joondalup WA 6027. CAHPL is the holding company for Chevron Australia Pty Ltd (**CAPL**).

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;
- 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 is one of the world's largest liquified natural gas (LNG) projects and the largest single resource project in Australia's history. Gorgon 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. Wheatstone includes a two-train, 8.9 million-metric-ton-per-year LNG facility, and a domestic gas plant located at Ashburton North on the Pilbara coast of Western Australia.

The Reporting Entities and their subsidiaries hold a substantial gas resource position offshore northwest Australia with operated interest spanning approximately 20,000 square kilometres of acreage. The infographic below depicts the location of the Reporting Entities' operated and non-operated interests in the North West Shelf region of Australia.

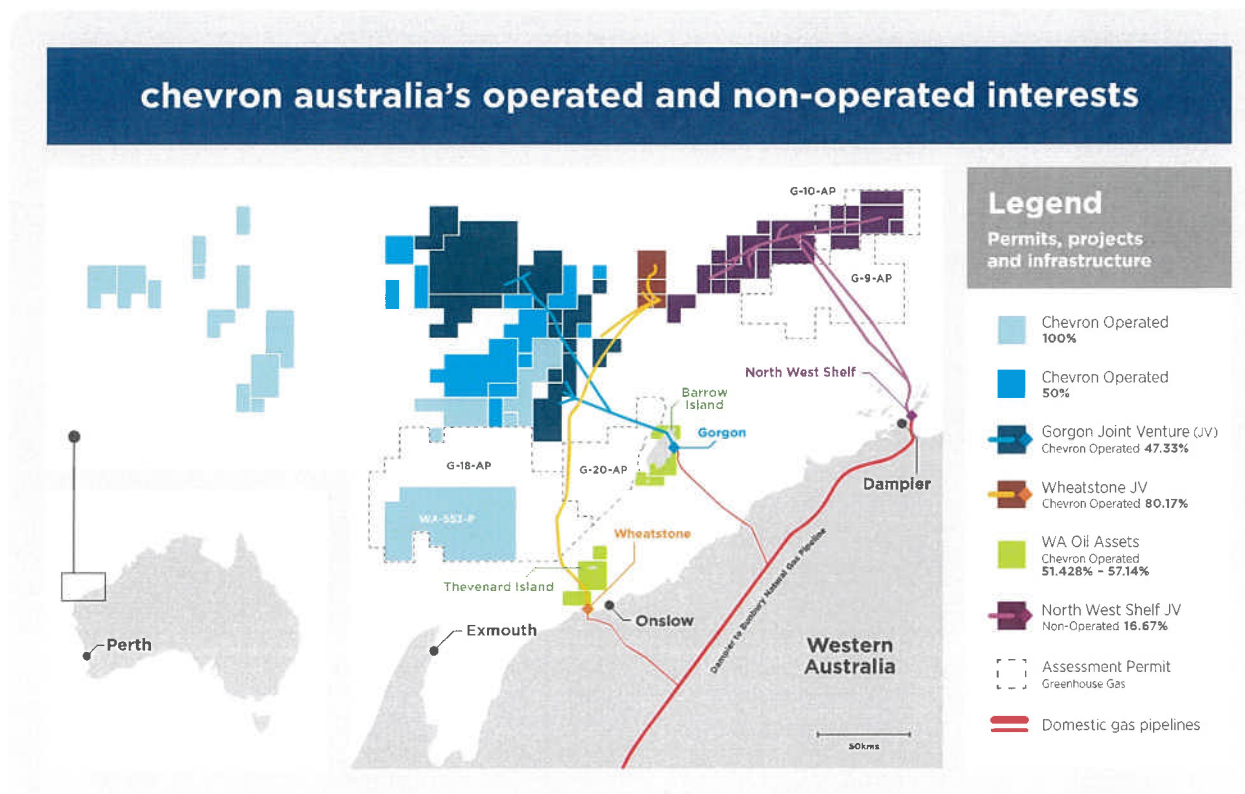


Figure 1:1 The Reporting Entities' operated and non-operated interests in the North West Shelf region.

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. CAPL manages supply chains on behalf of all the Reporting Entities.

During the Reporting Year, CAPL had a total procurement spend of approximately USD2.7B (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**).

Category	Supply Chain	
Logistics	- Aviation - Marine - Shore base - Facilities Management - Waste Management	- Camp and Catering - Fuel - Freight Forwarding - Civil Construction - Health Environment and Safety
Wells	- Well Construction Services and Commodities - Wellheads - Well Equipment	- Well Intervention - Rigs – Offshore & Land - Reservoir Management
Asset Development and Technical	- Subsea & Pipelines - Engineering Services	- Reliability & Integrity - Technical Managed Projects
Professional Services	- Site Services - Information Services - Consulting	- Corporate Services - Staff Augmentation
Asset Performance	- Operations Maintenance - Equipment (Turbines, Valves, Pumps & Compressors) - Production - Chemistry	
Australian Head Office	- Professional services, including financial, legal, Insurance and HR services - IT consultants - Safety clothing and equipment - Telecommunications	- Recruitment and labour hire - Office services and equipment - Corporate real estate and facilities - Marketing and advertising - Travel and accommodation

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.

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 2024, 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 higher modern slavery risks during this Reporting Year. CAPL's evaluation of individual suppliers continued to focus on these sectors.

4 Our approach to assessing and addressing modern slavery risks

4.1 Reporting Entities' principles and policies

The Reporting Entities follow Chevron Corporation's Human Rights Policy to help protect against modern slavery and human trafficking, as well as help promote respect for human rights. The Human Rights Policy commits to respect 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.

The Human Rights Policy is shaped around key areas relevant to our business:

- Employees
- Security
- Communities
- Suppliers and Contractors
- Other Business Partners

Our commitment to respecting human rights wherever we operate is embodied in these additional Chevron Corporation policies and procedures, which are followed by the Reporting Entities:

1. The Chevron Way;
2. Chevron Corporation's Business Conduct and Ethics Code (BC&EC);
3. Chevron's Operational Excellence Management System (COEM);
4. The Chevron Corporation's Business Conduct and Ethics Expectations for Suppliers and Contractors;
5. Chevron Corporation's Hotline intranet site, or its website: www.chevronhotline.com; and
6. Additionally, Chevron Australia maintains its own Whistleblowing Policy.

4.2 The Chevron Way, Business Conduct and Ethics Code and Human Rights Policy

The Chevron Way guides how Chevron Corporation and its subsidiaries, including the Reporting Entities, work and establishes a common understanding of our culture and aspirations. Chevron Corporation's purpose is to work to provide the affordable, reliable, ever-cleaner energy that enables human progress. Its vision is to be the global energy company most admired for its people, partnership and performance. We place a priority on the safety and health of the company's workforce and the protection of communities, the environment and assets.

The Chevron Way is also foundational to the 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.

The Human Rights Policy provides a framework for identifying and managing potential human rights impacts across the company and throughout the lifecycle of our projects (including managing 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 the 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 the Human Rights Policy.

CAPL has in place a supplier prequalification process that requires suppliers to attest to their ability to meet Chevron Australia'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 Corporation's Operational Excellence Management (COEM) 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 potential impacts. Where further assessment is needed, CAPL teams can conduct stand-alone Human Rights Impact Assessments (HRIA).

The COEM process seeks to establish clear accountabilities, actively engage contractors, and provide a consistent COEM program to help prevent serious incidents, 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.

In 2024, CAPL also conducted and completed pilot social compliance audits of two key suppliers. Selection for these pilot audits was based on a risk assessment in line with CAPL identified risk profile. CAPL worked with our third-party auditor (Intertek) to undertake the audits. Intertek is a globally recognised organisation, accredited with the Association of Professional Social Compliance Auditors (APSCA), engaged by CAPL to audit and evaluate procurement practices of business partners, providing visibility into the performance of supply chains. Further details on the audit outcomes are outlined later in the statement.

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. Those key functions include operations, supply chain, shipping, human resources, legal and compliance. All employees of the Reporting Entities are required to receive training in relation to the BC&EC, which incorporates respect for human rights and provides an awareness of Australian Modern Slavery legislation.

Employees, suppliers, contractors and external stakeholders may communicate any concerns to Chevron's Corporation's Compliance Hotline (Chevron Hotline), which is 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 the BC&EC, corporate policies, and applicable laws or regulations. Modern slavery concerns are reportable via the Chevron Hotline. In addition, Chevron Australia is required to maintain an operational-level grievance mechanism, which is accessible to local community members and provides a forum for social and human rights-related concerns to be brought forward. Chevron Australia did not receive reports of modern slavery to the Chevron Hotline or operational-level grievance mechanism in relation to the Reporting Entities' operations during the Reporting Year.

5 Actions for 2024

During 2024, 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 2024 are summarised below:

Supply Chain Analysis

- Assessments undertaken in 2024 did not identify any direct instances of modern slavery within the Reporting Entities' supply chain. We continued to optimise the integrity of the due diligence program. This aims to enable us to identify potential risks that would require work with business partners to implement appropriate mitigation measures.
- In line with this work, CAPL engaged a third-party auditor, Intertek, to pilot a program of social audits. The goal of the pilot was to work with identified key suppliers to gain insights that would inform and advance CAPL's due diligence program.
- As part of CAPL's work of continuous improvement, a review of the pilot audit program was undertaken with a number of learnings and opportunities identified. These learnings and opportunities are outlined later in the statement.

Training and awareness

- CAPL completed a review of the pilot audit program to identify key learnings.
- Increased leadership awareness of the pilot audit program.

- CAPL maintain external awareness with the Australia human rights / modern slavery statement published on its website and government registry.
- CAPL continued to provide human rights computer-based training to key employees and BC&EC to all employees.

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 working with two suppliers to expand our practical learning to identify and implement enhanced practice.
- CAPL continued to maintain alignment and compliance with corporate policies and procedures, and standard contracting language.
- Chevron Australia's governance framework and processes are embedded into its supply chain procedures and handbooks.

6 Social Audit Learnings

The pilot audit program was implemented to support the internal review of CAPL's supply chain, assist in assessing our findings and verify the data collected, and continue to build trust and positively impact communities where we operate and achieve corporate social responsibility goals. Specific objectives were:

Transparency and Accountability - Encourage our suppliers to be more transparent about their social practices and impacts.

Stakeholder Relationships - Identify opportunities to improve social practices and strengthen relationships.

Identification of Areas for Improvement - Focus resources on targeted actions to improve risk management and resolve issues.

Risk Management - Identify social risks and actual issues across operations and supply chains and enable businesses to focus resources on targeted actions to improve risk management.

6.1 Audit Program Review

The pilot audit program provided valuable insights across different levels of maturity for both consideration and implementation.

Mature	Acceptable	Improvement
Business Partner/Supplier collaboration: Effective cooperation and communication to ensure compliance and improve audit processes	Organisational capability across internal stakeholders: Ensure internal stakeholders have the necessary capabilities to support audit processes	Business Partner/Supplier audit awareness: Increase awareness among business partners and suppliers about audit processes and requirements

Auditor selection & capability, including compliance: Ensure well-selected and capable auditors; adhere to compliance standards	Business Partner/Supplier compliance: Ensure business partners and suppliers comply with established standards and regulations	CAPL clarity of BP/Supplier operating model: Improve clarity regarding operating models of business partners and suppliers at specific sites; impacts of audit
Auditor feedback: Gather and utilise feedback from auditors to improve audit processes	Roles & responsibilities: Clearly defining roles and responsibilities within the organisation to support audit processes	Audit approach including opportunities for flexibility: Consider flexible approaches to audits rather than a one-size-fits-all method
Audit methodology: Implement robust and effective audit methodologies		Process time underestimated: Improve estimation of time required for audit processes

Key Learning Opportunities

- Education and Awareness: Increase Business Partner / Supplier education program and communication at front end of modern slavery social compliance audit program.
- Early alignment: Increase internal stakeholders' capability and working knowledge of a social compliance audit program.
- Flexibility: Program highlighted the impact of audit requirements for Business Partners Supplier on other critical activities. While this cannot be planned for, a more flexible approach, rather than one size fits all will support better outcomes in future social compliance audits.

7 Assessing the effectiveness of our actions

Supply Chain Analysis

- CAPL's pilot program of social audits provided extensive learnings. The goal of the pilot was to work with identified key suppliers to gain insights that would inform and advance CAPL's due diligence program.
- Following a review of the pilot audit program a number of learnings and opportunities were identified, including the opportunity for CAPL to assess the applicability of those learnings in managing potential risk within supply chain and implementing where appropriate.

Training

- Modern slavery awareness among employees and contractors continues to be an ongoing focus.
- Increase visibility of relevant training programs or resources that are available to employees and suppliers.
- 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.
- Attend industry events and learning opportunities.
- Continue to work 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.

8 Engagement

8.1 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, CAHPL 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.

8.2 External Engagement

CAPL maintains its relationship with the Human Rights Resources and Energy Collaborative (HRREC), comprised of representatives from the energy, resources, and mining sectors, aimed at sharing experiences in managing modern slavery risks and leading practices.

Additionally, CAPL participates in events and learning opportunities, addressing challenges related to human rights issues and promoting awareness on progress, trends, and opportunities within the sector.

9 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 and Chevron Australia's website.

This statement was approved by the board of directors of each of the Reporting Entities at a meeting held on 25 June 2025.

Duly authorised by:



Balaji Krishnamurthy
Managing Director and President,
Chevron Australia Holdings Pty Ltd



Balaji Krishnamurthy
Managing Director & President,
Chevron Australia Pty Ltd

Annexure – Mandatory Reporting Criteria

Mandatory reporting criteria		Page
a)	Identify the reporting entity	2
b)	Describe the reporting entity's structure, operations and supply chains.	2 – 4
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.	5
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.	5 – 8
e)	Describe how the reporting entity assesses the effectiveness of these actions.	9 – 11
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).	11
g)	Any other information that the reporting entity, or the entity giving the statement, considers relevant.	11