



# modern slavery statement 2021

# introduction

The Modern Slavery Act 2018 (Cth) requires certain businesses 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 Chevron (TAPL) Pty Ltd (ACN 081 647 047) (together, the Reporting Entities) for the reporting period 1 January 2021 to 31 December 2021.

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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) and Chevron (TAPL) Pty Ltd (TAPL).

The Reporting Entities are indirect subsidiaries of Chevron Corporation. Where this Statement refers to “Chevron” it is a reference to the Chevron Corporation and its direct and indirect subsidiaries.

Chevron Corporation is one of the world’s leading integrated energy businesses. Chevron Corporation 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

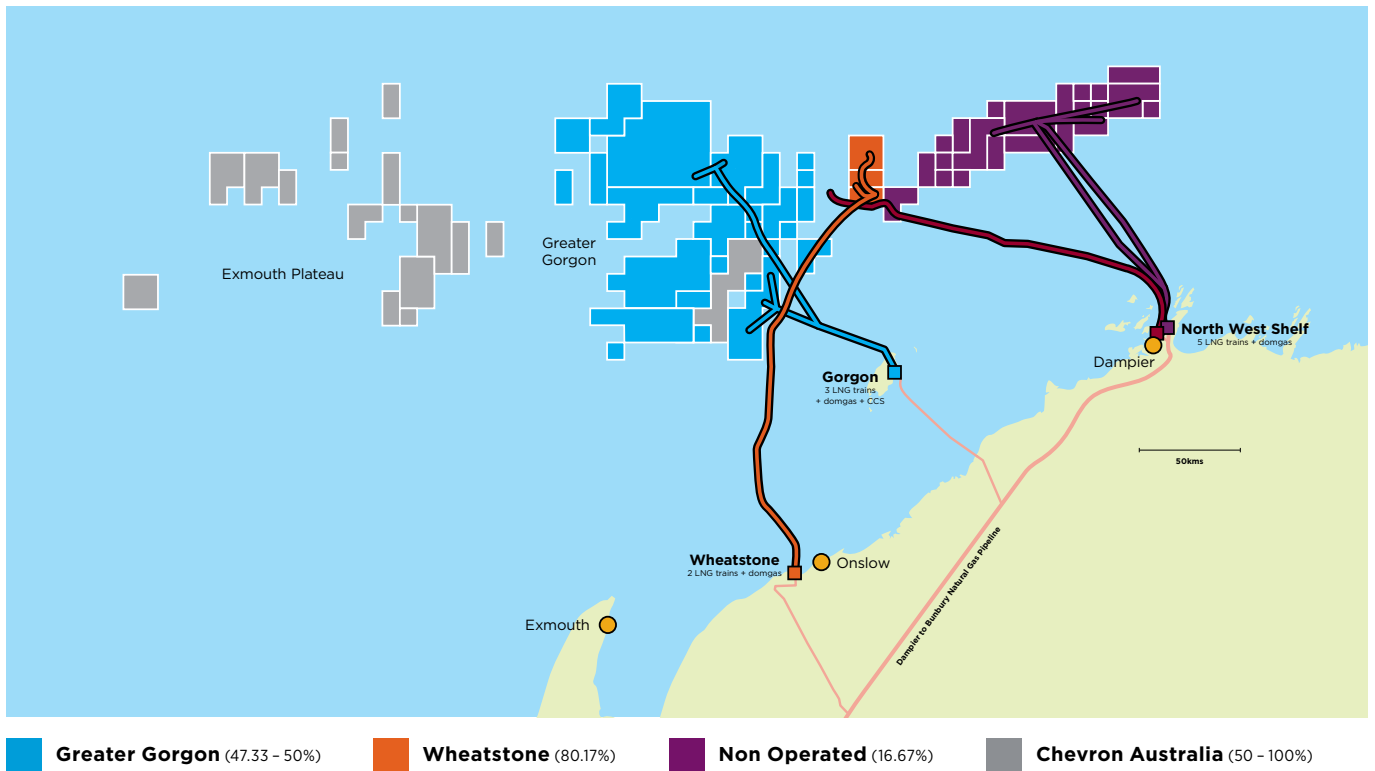
The Reporting Entities’ principal operations are in hydrocarbon exploration, appraisal evaluation, development, production and marketing. These activities are concentrated in offshore Western Australia where:

- CAPL is the operator of two major Liquefied Natural Gas (LNG) projects, Gorgon and Wheatstone;
- Together, CAPL and TAPL hold a majority operating working interest in crude oil operations at 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;
- CAHPL subsidiaries had non operated exploration acreage in the East Browse Basin until withdrawing in March 2021; 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 injection facility.

The Wheatstone Project is one of Australia’s largest resource developments and the nation’s





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

first LNG hub. It includes a two-train, 8.9 million-metric-ton-per-year LNG facility, and a domestic gas plant. The facilities are 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 1,800 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 and TAPL do 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

CAPL's supply chain personnel are based in Perth, Western Australia. 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 TAPL's supply chain is operated by 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 USD2.2B (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 categories

### Logistics

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

### Wells

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

### Asset Development & 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. A number of suppliers that contract with CAPL have broader contractual relations with Chevron Corporation or its subsidiaries.

# 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. The Reporting Entities are confident, as a result of recruitment, remuneration and compliance programs, there is a low risk any of their employees are enslaved. 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

This Year, 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 and was based upon industry risk. CAPL continued the assessment by reviewing publicly available material in relation to modern slavery risk in the oil and gas sector. Through this material, CAPL identified classes of suppliers that are high risk for our sector and then reviewed the first-tier suppliers and approved subcontractors to identify those within these classes. This process provided an, industry-based, assessment of modern slavery risk.

As a result of this process, the assessment focused on the following classes of suppliers:

- 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

CAPL will continue to individually assess suppliers that fall within these categories. That assessment is ongoing. During 2021, CAPL issued questionnaires to suppliers identified as highest risk by industry, as well as a number of key suppliers, in order to understand their individual risks more clearly.

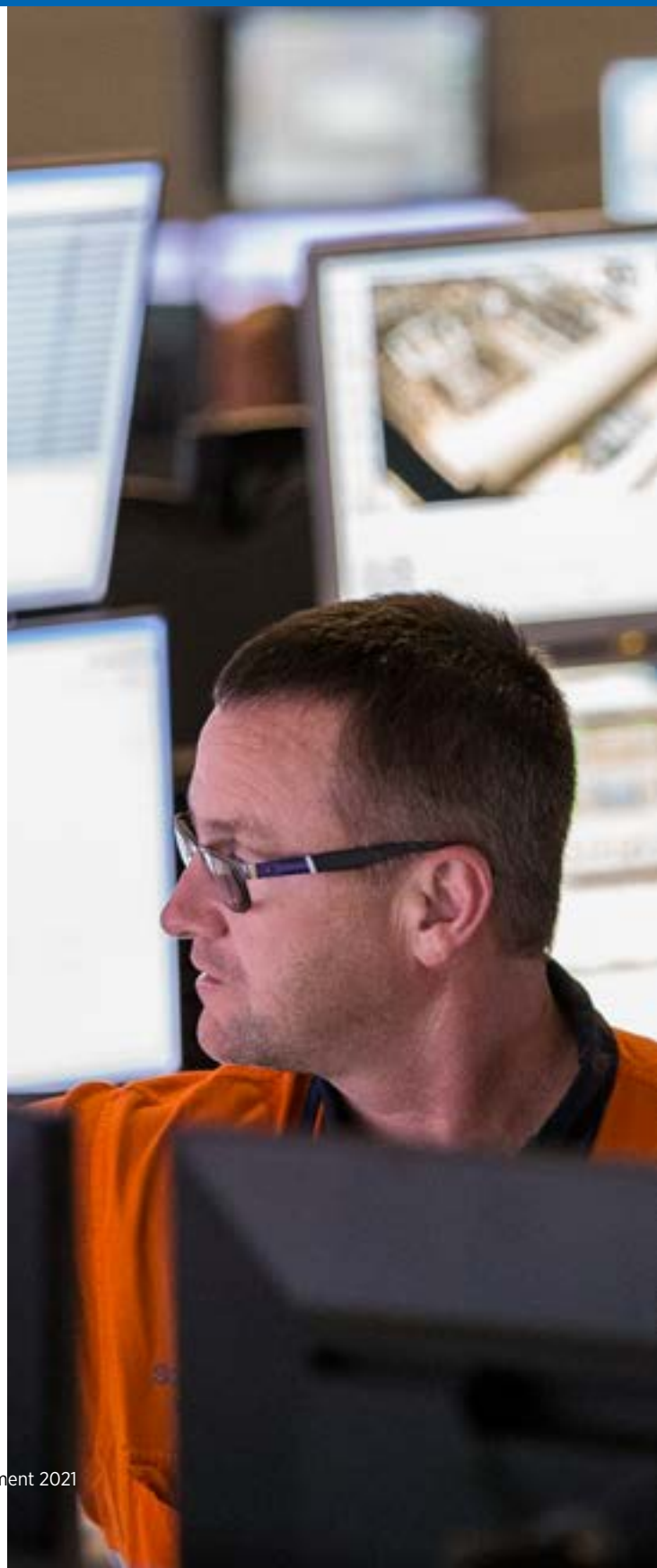
# 4 our approach to assessing and addressing modern slavery risks

## 4.1 chevron's principles and policies

The Reporting Entities have adopted principles and policies to prevent modern slavery, human trafficking and respect for human rights which have been adopted more broadly by Chevron. The Reporting Entities commit 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.

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

- 1) Business Conduct and Ethics Code (BC&EC);
- 2) Chevron Way;
- 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;
- 7) Chevron's Hotline intranet site, or [chevronhotline.com](http://chevronhotline.com).; and
- 8) Chevron Australia's Whistleblowing Policy.





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

The Chevron Way guides how Chevron, including the Reporting Entities, conduct business. Chevron conducts business in a socially and environmentally responsible manner, respecting the law and universal human rights to benefit the communities where Chevron works. Chevron places the highest priority on the health and safety of its workforce and protection of its assets, communities and the environment.

The Chevron Way is also foundational to Chevron's Business Conduct and Ethics Code, which refers to the Human Rights Policy and outlines commitments to uphold ethical business practices, including in particular respect for labour rights. The Code 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 requires its suppliers and contractors to adhere to all domestic laws and expects them to adhere to the International Labour Organization's (ILO) core principles. 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 the spirit and intent of 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, Environment & Safety, Finance, Compliance, IP and employment conditions. All first -tier suppliers need to be approved via this process before they can commence direct supply to CAPL.



## 4.4 managing supply chain risk

Through its Contractor Health, Environment and Safety Management (CHESM) process, CAPL works with suppliers to increase accountability and continually improve their performance. 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.

CAPL follows Chevron's Operational Excellence Management System which includes an Environmental, Social and Health Impact Assessment (ESHIA) process, which applies to capital projects within Chevron's operational control. The ESHIA process provides a systematic and risk-based approach to identifying, assessing and managing potentially significant impacts. The assessments can include 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. It incorporates human rights due diligence to help CAPL consider how to safeguard the rights and interests of potentially affected communities. Obtaining input from communities and partners is central to the ESHIA process and occurs throughout a project's life cycle. Where further assessment is needed, CAPL teams can conduct stand-alone Human Rights Impact Assessments (HRIA).

## 4.5 training, remediation and further information

Training is critical to operationalising the Reporting Entities' respect for 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 Chevron Way, which incorporates protection of human rights. 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). The Chevron Hotline provides a direct, effective and risk-free way to report suspected violations of the Chevron Business Conduct and Ethics Code, company policies, and applicable laws or regulations. Modern slavery is reportable under the Hotline. The Hotline is also available for use internally and by external stakeholders and is accessible in multiple languages. During 2021, no reports of modern slavery complaints have been made to the Hotline in relation to the Reporting Entities' operations.

# 5

## actions for 2021



During 2021, the Reporting Entities have continued to focus their efforts on understanding supply chain risk and educating key personnel in relation to modern slavery risk. An overview of the actions taken in 2021 are summarised below:

### **Supply chain analysis**

- Increased awareness and understanding of Supply Chain personnel in relation to modern slavery, our strategies to manage the risk, and our reporting obligations
- Identification of external specialists with risk software platform to assist in robust & reliable risk assessment, monitoring & analysis.
- A sample of suppliers assessed through supplier surveys to update 2020 supply chain risk profile

### **Training and awareness**

- We increased awareness of modern slavery within Chevron & connected workforce with initiatives and external events/training.
- We included information in relation to our 2020 statement in our Corporate Sustainability Report, to improve understanding of modern slavery and Chevron's reporting

### **Policy & Procedure alignment**

- Explored Chevron local and global processes and procedures for alignment, including of due diligence, audits and contracts



## other information

### impact of COVID-19

The global health pandemic has had, and continues to have, significant impacts on workers vulnerable to modern slavery in supply chains around the world. The Reporting Entities recognise that purchasing practices such as short production windows and last minute or short-term orders may increase modern slavery risks for workers. It has been the practice of the Reporting Entities to pay for completed work and extending orders over time where appropriate.

Chevron's respect for human rights does not waver in times of economic downturns, emergencies or crises such as COVID-19. Throughout our response to COVID-19, we have identified, addressed and mitigated potential and actual impacts of COVID-19, primarily by taking swift action to protect the health and safety of our employees and contractors around the world, and by supporting some of the communities in which we operate.

The spread of COVID-19 has placed a spotlight on the different levels of vulnerability among various racial, ethnic and socioeconomic groups. By being mindful that our purpose is to help improve lives, CAPL has been able to identify vulnerable communities surrounding our operations and prioritize them for support.

For example, to assist community members and local businesses impacted by the current COVID-19 health crisis in Western Australia, CAPL initiated the AUD\$1 million Chevron Onslow Relief Fund. As a part of the Chevron Onslow Relief Fund, a stimulus package designed to help strengthen community resilience was delivered by the Onslow Chamber of Commerce and Industry, including:

- Local Business support for short-term financial hardship and/or long-term business rebuilding;
- Upskilling opportunities for residents unemployed as a result of current health and economic challenges; and
- Shop local vouchers for eligible residents to use at participating local businesses.

Additional to the AUD\$1 million Chevron Onslow Relief Fund, CAPL had pledged an additional AUD\$1 million to essential service providers; the Australian Royal Flying Doctor Service, Foodbank WA and Lifeline WA through a collaborative industry effort led by The Chamber of Minerals and Energy of WA.



# assessing the effectiveness of actions

The Reporting Entities will seek to assess the effectiveness of their actions by tracking against the following goals for 2022:

## **Supply Chain Analysis**

- Implementation of external platform in relation to supplier due diligence over next 12 months to assess modern slavery risks and refine to meet needs to CAPL
- Refine supplier due diligence to assist in robust & reliable risk assessment & analysis
- Issue surveys to suppliers to assist us to assess supplier modern slavery risk.

## **Training**

- Expand awareness of modern slavery, initiatives and events.

## **Policy & Procedure Alignment**

- Continue to develop internal modern slavery governance.





# 8

## 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 individuals have 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 Reporting Entities and their subsidiaries. This is consistent with CAPL providing services, including the procurement of goods and services, to those entities. Many of these entities simply hold assets and licences and do not have any employees. With the exception of Chevron International Technical Center Pty Limited, the Reporting Entities and their owned or control entities share the same 7 directors on their board of directors. Accordingly, this statement was prepared in consultation with each of the Reporting Entities and their owned or controlled entities.

# 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. This statement was approved by the board of directors of each of the Reporting Entities on 23 June 2022.

Duly signed by:



Director  
Chevron Australia Holdings Pty Ltd



Director  
Chevron Australia Pty Ltd



Director  
Chevron (TAPL) Pty Ltd

## Annexure – Mandatory reporting criteria & page numbers

| <b>Mandatory criteria</b>   | <b>Page number(s)</b> |
|---|-----------------------|
| a) Identify the reporting entity  | 2                     |
| 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.   | 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          |
| e) Describe how the reporting entity assesses the effectiveness of these actions.   | 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). | 14                    |
| g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.   | 12                    |