



# modern slavery statement 2023

Chevron Australia Downstream Holdings Pty Ltd, Chevron Australia Downstream Pty Ltd,  
Chevron Australia Products Pty Limited, and Chevron Australia Downstream Fuels Pty Ltd

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# 1 Introduction

The *Modern Slavery Act 2018* (Cth) requires certain entities operating in Australia to disclose the risks of modern slavery in their business operations and supply chains and the actions taken to assess and address those risks.

This Modern Slavery Statement (**Statement**) is made jointly by:

- Chevron Australia Downstream Holdings Pty Ltd (ACN 637 003 662) (**CADHPL**)
- Chevron Australia Downstream Pty Ltd (ACN 637 005 059) (**CADPL**)
- Chevron Australia Products Pty Limited (ACN 147 978 890) (**CAPPL**)
- Chevron Australia Downstream Fuels Pty Ltd (ACN 009 644 151) (**CADFPL**)

(together, the **Reporting Entities**) for the reporting period 1 January 2023 to 31 December 2023 (**Reporting Period**).

## 2 The structure, operations and supply chains of the Reporting Entities

### 2.1 Corporate Structure

CADHPL is a company limited by shares, incorporated and domiciled in Australia. Its registered office is C/- King & Wood Mallesons, Governor Phillip Tower, Level 61, 1 Farrer Place, Sydney, NSW, 2000. CADHPL is the holding company for CADPL.

CAPPL is a wholly-owned subsidiary of CADPL. Its registered office is c/- Boardroom Pty Ltd, Level 8, 210 George Street, Sydney, NSW, 2000. CADFPL is a wholly-owned subsidiary of CAPPL.

In July 2020, Chevron re-entered the downstream petroleum market in Australia through CADPL's acquisition of Puma Energy (Australia) Holdings Pty Ltd (now CAPPL). The downstream organisation, which includes the Reporting Entities and their subsidiaries, is collectively known as "**Chevron Australia Downstream**". When we refer to "**we**" or "**our**" in this statement it is a reference to Chevron Australia Downstream.

Directhaul Pty Limited (**Directhaul**) was a wholly-owned subsidiary of CAPPL for part of the Reporting Period. Directhaul was acquired by a third party in March 2023, and is no longer part of Chevron Australia Downstream. It is not reporting via this Statement. It was, however, owned or controlled by CAPPL for part of the Reporting Period and therefore its modern slavery risk and actions taken in response to those risks are described in this Statement.

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.

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 the procurement, storage, distribution, marketing and sale of petroleum products and operation of retail service stations, cafes and restaurants. A high-level overview is set out below:



### Procurement / Supply

Refined petroleum products, including fuels and lubricants, are sourced and imported from CADFPL's fuel suppliers' international refineries, which are transported by CADFPL's fuel suppliers to CADFPL's bulk fuel storage terminals in Australia. CADFPL also sources fuel and lubricant products domestically.



### Storage

Petroleum products are stored at our seaboard import terminals and in-land storage depots. CADFPL owns or has access agreements for a national infrastructure network comprising seaboard import terminals, storage tanks, and depots positioned in key locations across metropolitan and regional Australia.



### Distribution

Petroleum product is transported from import terminals and depots to CADFPL's commercial customers and service station sites across Australia by CADFPL's road transport suppliers and CAPPL's previously wholly-owned haulage business, Directhaul.



### Fuels and Lubricant Marketing

Fuel and lubricant products are marketed and sold through the Chevron Australian Downstream retail network of company-operated and retailer-operated service station sites, predominantly operated under the Caltex and Puma Energy brands.



Fuel and lubricant products are supplied directly to commercial customers spread across the mining and resources, agriculture, construction, transport, marine bunkering and aviation industries.

CADPL operates two main business segments – retail and commercial – and provides management and support functions through its corporate business unit.



### Retail

Fuel products are marketed and sold to retail customers through the Chevron Australian Downstream network of around 270<sup>1</sup> retail service station sites, predominantly operated under the Caltex and Puma Energy brands. CADFPL operates 182 of the retail service station sites – 175 as company-owned and operated (**COCO**) and 7 as company-owned, retailer-operated (**CORO**) business models. There were also approximately 88 retailer-owned and operated (**RORO**) sites licensed to operate under the Caltex or Puma Energy brands by way of supply and branding arrangements. In addition to the sale and marketing of fuel products, the COCO retail network provides multiple non-fuel offerings through its convenience stores, cafes and restaurant formats, which allow the sites to extend our customer offer to include takeaway and packaged food and snacks, household grocery, tobacco, hot and cold beverages, confectionary, car washes and ATMs.

<sup>1</sup> These figures are as at December 2023.



### **B2B and Commercial**

We manage and operate key seaboard import terminals, unmanned fuel facilities and a proprietary haulage business (Directhaul, which was divested in March 2023). CADFPL supplies fuel, oils and lubricant products, fuel equipment and related services to commercial customers in the mining and resources, agriculture, construction, transport, marine bunkering, and aviation industries.



### **Corporate**

Other business units within the Reporting Entities' operations include Corporate Affairs and Marketing, Property and Asset Management, Project Management & Engineering, Business Development, HSE, and support functions including Customer Service, Finance, Supply Chain, HR, IT, Legal and Compliance.

CAPPL also has a non-operated joint venture interest in Fuel Distributors of Western Australia Pty Ltd (**FDWA**). FDWA is one of Western Australia's largest distributors of bulk fuels and lubricants to Perth and rural Western Australia, supporting CADFPL's logistics activities in Western Australia and supporting the majority of retail fuel movements from terminal to CADFPL's retail network. FDWA also independently operates two CORO sites in the CADFPL retail network.

Caltex, a global brand owned by Chevron, was previously used in Australia by a non-Chevron entity under an exclusive brand licence. The exclusive brand licence has since ended, and the Caltex brand is solely used in Australia by Chevron. During 2022, CADFPL commenced rebranding the majority of Puma Energy retail service stations to Caltex, opening new Caltex retail service stations, as well as transitioning selected COCO & CORO sites to RORO sites. The national rebranding program continued through 2023 and will be finalised in 2024.

CAPPL's subsidiaries directly employed approximately 2,111<sup>2</sup> employees across the business during the Reporting Period.

- Approximately 1,894 of the total employees were retail service station site staff employed as site managers, console operators and kitchen supervisors within the COCO retail network throughout Queensland, Western Australia, the Northern Territory, New South Wales, and Victoria.
- Directhaul employed approximately 58 employees, primarily located in Western Australia and the Northern Territory. These employees included truck drivers, mechanics, warehouse supervisors, and professional and administrative disciplines to support Directhaul's logistic operations. Directhaul, is an industry leader in the safe and efficient transport of bulk fuels and gas in Australia with transport operations across the Northern Territory, Queensland, Victoria, South Australia and Western Australia. With a specialised transport fleet, Directhaul delivered fuel products to both Chevron Australia Downstream retail and commercial customers, as well as offering fuel transport services to third parties.
- The remaining approximately 159 employees, were located in Queensland, Western Australia, New South Wales, and Victoria, and included oil and gas industry professionals employed in engineering, operations, logistics, sales, professional and administrative disciplines.

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<sup>2</sup> These figures are as at December 2023.

## 2.3 Supply Chains

The Reporting Entities' supply chain personnel are based in Brisbane, Queensland. Additionally, CADPL is a party to services agreements with other indirect affiliates of Chevron Corporation that provide supply chain contract administration and other services to the Reporting Entities.

During the Reporting Year, the Reporting Entities engaged approximately 445 first-tier suppliers, with a total procurement spend of approximately \$5.25 billion.<sup>3</sup> The following table provides a high-level overview of industry categories relevant to the Reporting Entities' supply chains.

Category	Supply Chain	Reporting Entity
Procurement, Storage and Distribution of Petroleum Products	<ul style="list-style-type: none"> <li>Petroleum product supply, including fuel, lubricants, biofuels, additives</li> <li>Shore based Facilities &amp; Operations</li> <li>Road transport services</li> <li>Customs Brokerage / Warehousing / Freight Forwarding</li> </ul>	<ul style="list-style-type: none"> <li>CADFPL</li> <li>CADFPL</li> <li>CADFPL</li> <li>CADFPL</li> </ul>
Terminal Operations	<ul style="list-style-type: none"> <li>Technology hardware</li> <li>Manufacturing</li> <li>Major services contractors / consultants</li> <li>Operations Maintenance</li> <li>Facilities Engineering</li> <li>Environmental services</li> <li>Materials</li> <li>Real estate and facilities</li> <li>Safety clothing, uniforms and equipment</li> </ul>	<ul style="list-style-type: none"> <li>CADFPL</li> <li>CADFPL</li> <li>CADFPL</li> <li>CADFPL</li> <li>CADFPL</li> <li>CADFPL</li> <li>CADFPL</li> <li>CADFPL</li> <li>CADFPL</li> </ul>
Commercial and Logistics Operations	<ul style="list-style-type: none"> <li>Fuel equipment</li> <li>Fuel technology hardware</li> <li>Road transport services</li> <li>Major services contractors</li> <li>Safety clothing, uniforms and equipment</li> </ul>	<ul style="list-style-type: none"> <li>CADFPL</li> <li>CADFPL</li> <li>CADFPL</li> <li>CADFPL</li> <li>CADFPL</li> </ul>
Retail Operations	<ul style="list-style-type: none"> <li>Construction services</li> <li>Manufacturing</li> <li>Facility management / maintenance</li> <li>Major services contractors / consultants</li> <li>Commercial real estate and facilities</li> <li>Environmental services</li> <li>Fuel equipment</li> </ul>	<ul style="list-style-type: none"> <li>CADFPL</li> <li>CADFPL</li> <li>CADFPL</li> <li>CADFPL</li> <li>CAPPL &amp; CADFPL</li> <li>CADFPL</li> <li>CADFPL</li> </ul>

<sup>3</sup> The figure for the total procurement spend in 2022 inadvertently did not include 2022 fuel / lubricant products which is why the figure for 2023 is significantly larger than the previous year.

Category	Supply Chain	Reporting Entity
Retail Operations (cont.)	<ul style="list-style-type: none"> <li>Safety clothing, uniforms and equipment</li> <li>Convenience store equipment</li> <li>Kitchen and café equipment</li> <li>Packaging, including plastic and paper bags, plastic food containers, coffee cups, coffee trays</li> <li>Convenience and non-fuel products, including food and household groceries, general merchandise, technology items, automotive products, telecommunications, tobacco, beverages, magazines, newspapers, pre-paid and gift cards</li> <li>Utilities, including electricity, water</li> </ul>	<ul style="list-style-type: none"> <li>CADFPL</li> <li>CADFPL</li> <li>CADFPL</li> <li>CADFPL</li> <li>CADFPL</li> <li>CADPPL &amp; CADFPL</li> </ul>
Corporate Overheads	<ul style="list-style-type: none"> <li>Professional services, including financial, legal, medical, insurance and HR services</li> <li>IT infrastructure support, software and hardware</li> <li>Safety clothing, uniforms and equipment</li> <li>Telecommunications</li> <li>Recruitment and labour hire</li> <li>Office services and equipment</li> <li>Property development and leasing</li> <li>Marketing and advertising, including promotional materials and goods</li> <li>Travel and accommodation</li> <li>Facilities management / maintenance</li> </ul>	<ul style="list-style-type: none"> <li>CADPL &amp; CADFPL</li> <li>CAPPL &amp; CADFPL</li> <li>CADFPL</li> <li>CAPPL &amp; CADFPL</li> <li>CADPL &amp; CADFPL</li> <li>CADFPL</li> <li>CAPPL</li> <li>CADPL &amp; CADFPL</li> <li>CADPL</li> <li>CADPL</li> </ul>

The majority of the Reporting Entities' first-tier suppliers are Australian entities, supplying products and services from Australia and other jurisdictions – the primary exception being the suppliers of petroleum products which are sourced from the Australian and international oil majors, as well as through Chevron's integrated supply chain. Outside of Australia, our suppliers are mainly domiciled in jurisdictions including, New Zealand, Singapore, Hong Kong, South Korea, China, Malaysia, Netherlands, and the United States.

Most suppliers are required to have their subcontractors approved before they can start work. A number of suppliers that contract with the Reporting Entities have broader contractual relations with Chevron or its subsidiaries.

Across CADFPL's COCO retail network, the majority of goods and services available to customers are procured and managed centrally by CADFPL. CORO and Caltex and Puma Energy branded RORO sites have the option to procure the same products as COCO sites by independently contracting with CADFPL's suppliers, as well as having other supply chain relationships allowing them to directly procure and sell their own goods and services to their customers. This Statement does not cover the supply chain relationships of CORO or RORO sites.



## 3 Risks of modern slavery practices

### 3.1 In operations

The Reporting Entities' operational modern slavery risk is low. Most of the Reporting Entities' employees are employed directly on permanent or casual contracts. The Reporting Entities' employees and contingent labour workforce are predominantly oil, gas and logistics industry professionals, administrative professionals and retail service station site staff, located in Queensland, Western Australia, the Northern Territory, New South Wales, and Victoria.

As a result of existing processes and practices, including recruitment, remuneration and compliance programs, the Reporting Entities consider that there is a low risk of modern slavery in its workforce. Similarly, the Reporting Entities consider that there is low risk of modern slavery in their contingent labour workforce because they are supplied by reputable global and national agencies who are required to comply with domestic and international laws.

#### ***Retail Network***

While the COCO retail network contains a large casual workforce, the same recruitment, remuneration, and compliance programs described above apply to COCO employees, and the Reporting Entities consider there is low risk that any of the COCO employees are enslaved.

None of the employees in the CORO and RORO networks are employed directly by the Reporting Entities or their subsidiaries, with the exception of the CORO sites independently operated by FDWA. The full-time, part-time and casual employees working at CORO and RORO sites are hired and employed directly by the entities operating these retail sites, which means that the Reporting Entities do not have control and complete visibility over these employees or their employment terms – how we manage these risks is described further below in section 4.4.

CADFPL is also responsible for selecting preferred products that its retail partners may or may not use. Those suppliers are common to CADFPL's supply chain –these risks are described further below in section 3.2.

### 3.2 In supply chains

Given our supply chain has remained constant since 2022 through 2023, we consider that the description of risk in our supply chain contained in our 2022 Modern Slavery Statement remains accurate. This assessment of risk focused on first-tier suppliers and was based upon industry risk.

As a result of this assessment process, the Reporting Entities identified the following classes of higher risk suppliers:

- Road transport services
- Third party shipping, logistics and warehousing
- Construction services / materials
- Vehicle materials – Tyres
- Technology hardware
- Labour hire / outsourcing
- Services – catering / cleaning
- Facilities management / maintenance
- Clothing / uniforms / personal protective equipment
- Tobacco
- Confectionary
- Coffee
- Bakery
- Fresh food / food on-the-go

Modern slavery risks may also exist in the supply chain behind the fuel that is procured from third party suppliers. The risks in the sector have been reported to be linked particularly in relation to fuel shipping where seafarers may be exposed to extensive working hours and at times, harsh or unacceptable working conditions. There have also been reports of modern slavery risks at the exploration and extraction stages where there is often a high demand for low-skilled labour in higher-risk geographies.

The Reporting Entities will continue to assess suppliers that fall within these categories. During the Reporting Period, the Reporting Entities issued questionnaires to first-tier suppliers as part of their tender process, as well as a number of other new suppliers, in order to understand their individual risks more clearly. The Reporting Entities plan to evaluate the responses to those questionnaires as part of their assessment of supplier modern slavery risk. That assessment is ongoing.

## 4 Our approach to assessing and addressing modern slavery risks

### 4.1 Reporting Entities' principles and policies

As indirect subsidiaries of Chevron, the Reporting Entities follow principles and policies to prevent modern slavery and human trafficking which have been adopted more broadly by Chevron. Consistent with Chevron's Human Rights Policy, 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.

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

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

Chevron's Commitment to respecting human rights wherever Chevron operates is embodied in the following materials, which continue to be followed by the Reporting Entities:

- (1) [The Chevron Way](#);
- (2) [Business Conduct and Ethics Code](#);
- (3) [Human Rights Policy](#);
- (4) [2023 Corporate Sustainability Report](#);
- (5) [Chevron's Operational Excellence Management System](#);
- (6) [Business Conduct and Ethics Expectations for Suppliers and Contractors](#) (updated June 2023);
- (7) Chevron's Hotline intranet site, or [www.chevronhotline.com](http://www.chevronhotline.com); and

Chevron Australia Downstream'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. Chevron's vision is to be the global energy company most admired for its people, partnership and performance. Chevron aims to lead the industry in health, safety and environmental performance. The protection of people, assets, communities and the environment is Chevron's highest priority.

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 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

The Reporting Entities' standard supplier agreements require their suppliers and contractors to adhere to all domestic laws and expects them to adhere to the International Labour Organization's (ILO) 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. The Reporting Entities expect their 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.

The Reporting Entities have in place a supplier qualification 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 the Reporting Entities.

## 4.4 Managing operational risk

As described above in section 3.1, the Reporting Entities do not have control and complete visibility over the CORO employees and their employment terms, however, we have a workplace compliance program (**Compliance Program**) in place where we engage with those retailers to promote awareness of their obligations under employment laws and the implications of non-conformance. The Compliance Program includes contractual obligations to comply with workplace laws, access to an independent advisory service where retailers can obtain free preliminary advice on workplace-related matters, a dedicated confidential hotline for CORO employees to raise potential contraventions of employment laws, and an audit program to assess whether the CORO retailers are complying with their obligations under employment laws.

As in previous reporting years, the Reporting Entities engaged a third party to conduct a compliance audit to ensure CORO retailers were meeting their obligations under relevant employment laws. All 7 CORO sites were captured by this audit. We engaged with each CORO retailer to notify them of their audit results and to ensure appropriate remediation action was taken where issues were identified. The types of issues requiring remediation related to rates of pay, payslips and record keeping. There were no modern slavery concerns identified during the audit process. Retailers that failed to provide the relevant documentation for the audit within the agreed timeframe will be re-audited during 2024.

The Reporting Entities have established a similar Compliance Program for RORO retailers, which includes contractual obligations on the retailer to comply with workplace laws and to engage an independent third party to conduct an employment compliance audit, validation checks to assess the RORO retailer's compliance with their contractual obligations, and a dedicated confidential hotline for RORO employees to raise potential contraventions of employment laws. The scope of the audit primarily covers issues related to payment/underpayment, superannuation, taxes, hours of work, leave entitlements and protections for vulnerable workers such as young workers and those on temporary visas. During the Reporting Period, all RORO retailers were sent a reminder of their obligation to engage an agreed independent third-party to perform an employment compliance audit. The Reporting Entities received certificates of confirmation from 13 RORO retailers that their audit had been completed, each listing a 'pass' result. The remaining audits are scheduled for 2024.

## 4.5 Managing supply chain risk

The Reporting Entities engage in various activities to identify, assess, and manage supplier risk, including conducting health, safety, and environment risk assessments prior to awarding contracts. The Reporting Entities follow Chevron's [Operational Excellence Management System \(OEMS\)](#) which puts into action the Chevron Way value of protecting people and the environment. The OEMS includes Chevron's Contractor Operational Excellence Management (**COEM**) process, which assists the Reporting Entities to manage operational excellence / HSE risks (including modern slavery related 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. Through this process, the Reporting Entities work with suppliers to increase accountability and continually improve performance.

All suppliers and contractors are expected to conduct their business in a manner that protects people and the environment, including the expectation to respect human rights, align with applicable international standards, and adhere to the spirit and intent of Chevron's Human Rights Policy. This conformance to the OEMS is managed through contractual agreements.

Under the COEM Process, the Reporting Entities are also empowered to solicit information from potential suppliers at the pre-award stage related to forced labour risks and to confirm internationally recognised labour standards are in place and to follow-up on those risks as warranted post-award, depending on the business location and industry.

Contingent labour contract workers working directly under the Reporting Entities' guidance are outside the scope of the COEM Process but are covered by Chevron's Human Rights Policy, Business Conduct and Ethics Code and are required to complete the same computer-based training as Chevron employees.

The Reporting Entities continued to use the modern slavery self-assessment questionnaire as part of its tender and supplier due diligence documents and issued the questionnaire as part of its general supplier registration process. The Reporting Entities' current standard contract provisions require suppliers to comply with all applicable laws,

which includes laws regarding slavery and human trafficking of the country or countries in which they are doing business. Contract templates also include a schedule that can be annexed to standard term agreements that imposes modern slavery commitments on suppliers.

### ***Supply chain deep dive***

The Reporting Entities' suppliers of corporate uniforms and promotional merchandise and coffee beans were selected for a deep dive risk assessment. These categories were selected on the basis of the inherent industry risks and the need to understand the sourcing practices of our suppliers.

We examined the modern slavery statements submitted by suppliers (where available) and engaged with the suppliers via a bespoke supply chain questionnaire to assess the risks beyond the second tier. We also requested relevant information in relation to their modern slavery risk where it was not available online.

Our collaboration with the suppliers continues to validate supply chain compliance with ethical sourcing commitments and ascertain the processes in place to mitigate the risks of modern slavery in the sourcing of green beans. The Reporting Entities intend to develop a prequalification procedure for future suppliers of corporate uniforms and coffee so that these issues are considered at supplier selection.

## **4.6 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.

We provided a targeted modern slavery training session to personnel from supply chain, supply & trading, HR, legal and members of the leadership team, as well as supply chain personnel operating in the Philippines who provide contract administration and supply chain services to the Reporting Entities. This session was a refresher for those who attended training previously and was an introduction for incoming personnel due to internal movement / transition of staff. The Reporting Entities intend to continue this training on a periodic basis and to set goals for attendees to cascade the key takeaways to their respective teams.

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. During 2023, no reports of modern slavery have been made to the Hotline in relation to the Reporting Entities' operations.

## 4.7 Actions for 2023

During 2023, the Reporting Entities continued to focus their efforts on understanding supply chain risk in relation to modern slavery and educating key personnel in relation to modern slavery risk. An overview of the actions taken in 2023 are summarised below:

<b>Supply Chain Analysis</b>
<ul style="list-style-type: none"><li>• Issued modern slavery self-assessment questionnaires to new suppliers.</li><li>• Commenced a deep-dive risk assessment of the suppliers of uniforms and coffee.</li><li>• Continued to increase Supply Chain personnel's awareness and understanding of modern slavery, our strategies to manage the risk, and our reporting obligations.</li></ul>
<b>Managing Operational Risk</b>
<ul style="list-style-type: none"><li>• Continued to maintain a workplace compliance program for CORO retailers, including completing a compliance audit to ensure CORO retailers were meeting their obligations under relevant employment laws and engaged with retailers to ensure appropriate remediation action was taken where issues were identified.</li><li>• Implemented a workplace compliance program for RORO retailers to engage with those retailers to promote awareness of their obligations under Australian employment laws and the implications of non-conformance, including commencing validation checks to ensure retailers were meeting their contractual obligations relating to compliance audits.</li></ul>
<b>Training and awareness</b>
<ul style="list-style-type: none"><li>• All corporate employees and contingent labour workers completed compulsory computer-based training in relation to human rights (including the expectations for complying with Chevron's Human Rights Policy) as part of Chevron's compliance program.</li><li>• Targeted modern slavery training was provided to personnel from Supply Chain, Supply &amp; Trading, HR, Legal and members of the leadership team as a refresher for those who attended training previously and as an introduction piece for incoming personnel due to internal movement / transition of staff.</li></ul>
<b>Policy &amp; Procedure Alignment</b>
<ul style="list-style-type: none"><li>• Continued compliance with corporate policies and procedures.</li></ul>

## 5 Assessing the effectiveness of our actions

During the course of 2024, the Reporting Entities intend to further enhance their capabilities and processes to address modern slavery risk and, in tandem, develop means to assess the effectiveness of those actions, including by:

Supply Chain Analysis
<ul style="list-style-type: none"><li>• Continue to progress the ongoing discussions with the suppliers of uniforms and coffee as part of the deep dive.</li><li>• Develop a prequalification procedure for future suppliers in key risk areas so that these issues are considered at supplier selection.</li><li>• Undertake supplier audit in key identified risk area / high risk supplier.</li></ul>
Managing Operational Risk
<ul style="list-style-type: none"><li>• Monitor the roll out of the workplace compliance program for RORO retailers to ensure they are meeting their contractual obligations relating to compliance audits and their obligations under relevant employment laws.</li><li>• Maintain the workplace compliance program for CORO retailers to ensure they are meeting their obligations under relevant employment laws. Review the results of the audits and identify where further due diligence for modern slavery risks may be required.</li></ul>
Training and Awareness
<ul style="list-style-type: none"><li>• Explore opportunities to participate in peer and industry knowledge sharing opportunities on modern slavery-related topics.</li><li>• Continue to provide targeted modern slavery training on an ad-hoc basis to senior management and personnel in functions most likely to encounter issues related to human rights, and set goals for attendees to cascade the key takeaways to their respective teams.</li></ul>
Governance
<ul style="list-style-type: none"><li>• Establish a cross-functional modern slavery working group to facilitate the Reporting Entities response to modern slavery.</li></ul>

## 6 Process of consultation

The Reporting Entities 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).

All of the Reporting Entities and their owned or controlled entities operate under a common set of policies and procedures and are managed by the same General Manager and Executive Leadership Team in Australia. The Reporting Entities also share a number of common directors.

In addition to this common leadership, consultation on the contents of this Modern Slavery Statement also involved consultation with all of the Reporting Entities and their owned or controlled entities by virtue of senior managers who have Australian group-wide responsibility, including for each of the Reporting Entities and their owned or controlled entities.

## 7 Approval

This statement was approved by the board of directors of each of the Reporting Entities on 28 June 2024.



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**Lorne Frank Chambers**

Director, Chevron Australia Downstream Holdings Pty Ltd



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**Lorne Frank Chambers**

Director, Chevron Australia Downstream Pty Ltd



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**Lorne Frank Chambers**

Director, Chevron Australia Products Pty Limited



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**Lorne Frank Chambers**

Director, Chevron Australia Downstream Fuels Pty Ltd



Reporting Criterion	Page
1 & 2. Identify the reporting entity and describe its structure, operations and supply chains	2
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	7
4. Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes	8
5. Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	13
6. Describe the process of consultation with any entities the reporting entity owns or controls	13
7. Any other relevant information	N/A