Modern Slavery Statement 2025

Chevron Australia Holdings Pty Ltd and Chevron Australia Pty Ltd

Foreword

Chevron Australia Holdings Pty Ltd, Chevron Australia Pty Ltd, and their direct and indirect subsidiaries (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, disclosures made in this Modern Slavery Statement do not include the operations, assets and activities of Chevron Corporation or any of its other subsidiaries.

Chevron Australia's employees are essential to upholding the standards and values that shape the actions we take to drive performance. We invest to help develop their full potential by cultivating a culture of collaboration, integrity and accountability.

Chevron Australia has adopted Chevron Corporation policies 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

1 Introduction

The Modern Slavery Act 2018 (Cth) requires certain entities to disclose their efforts to address the risk 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 2025 to 31 December 2025 (**Reporting Year**).

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 the north-west region of Western Australia where:

- CAPL is the operator of, and holds substantial working interests in, two major natural gas developments, Gorgon and Wheatstone;
- 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.

CAPL is also the operator of, and holds a majority working interest in, crude oil operations on Barrow Island. This asset ceased production on 13 May 2025 and has moved into the decommissioning phase.

The Reporting Entities 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 region of Australia.

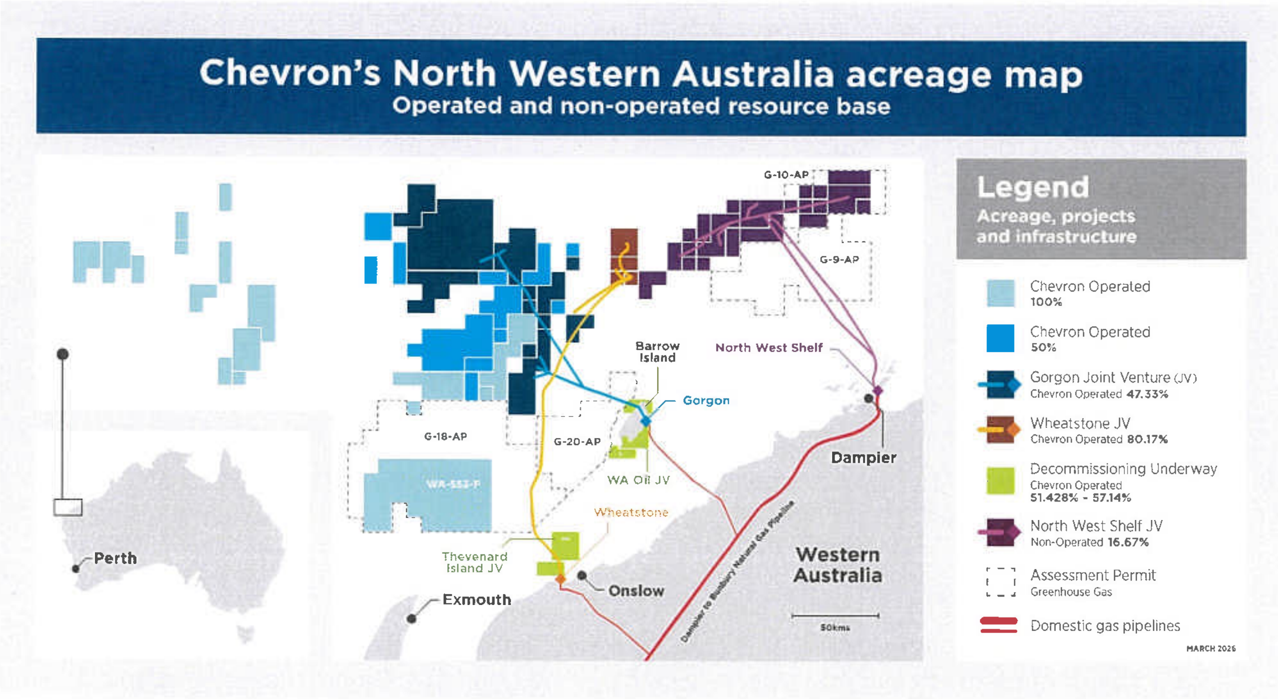

Figure 1:1 The Reporting Entities' operated and non-operated interests in the north west region.

2.3 Chevron Australia Personnel

Over 3600 personnel (consisting of employees, labour-hire and contractors) routinely work with CAPL each day supporting our natural gas operations and business activities, primarily located in Western Australia (Perth and site-based locations). These personnel include oil and gas industry professionals employed in engineering, operations, professional and administrative disciplines which support our operations. CAHPL does not have any direct personnel.

2.4 Supply chains

CAHPL 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 US$2.54B (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 the industry categories within this procurement spend (**CAPL suppliers**).

Category	Supply Chain	
Logistics, Infrastructure & Asset Retirement	- 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
Subsea & Engineering	- Subsea & Pipelines - Engineering Services - Fabrication & Construction	- Reliability & Integrity - Technical Managed Projects
Professional Services	- Site Services - Information Technology - Consulting	- Professional services, including financial, legal, corporate affairs and HR services - Staff Augmentation - Health & Medical
Operations & Maintenance	- Operations Maintenance - Equipment (Turbines, Valves, Pumps & Compressors) - Production - Chemistry	

Over 80% of CAPL direct suppliers are Australian-domiciled entities, supplying products and services from Australia. Australia is ranked globally as having a comparatively low risk of modern slavery prevalence according to World | The Global Slavery Index and ranks well on the Corruption Perceptions Index 2025 - Transparency.org. Outside of Australia, our direct suppliers are mainly domiciled in jurisdictions including Bermuda, Canada, Hong Kong, South Korea, Europe, India, Japan, Netherlands, Norway, Philippines, Singapore, United Kingdom, United States, Uruguay. It is recognised that a subset of these jurisdictions have an elevated relative level of risk under the World | The Global Slavery Index.

CAPL suppliers are requested to adhere to certain policies via its contracting requirements.

Additionally, given the highly specialised nature of the services required in operations for some projects, subcontractors are reviewed and approved by CAPL before they can commence work and nominated pre-approved vendors are made available for consideration by contractors.

3 Risks of modern slavery practices

3.1 In operations

The Reporting Entities assess their operational modern slavery risk as low based on workforce composition, recruitment controls, contractual labour arrangements and their internal compliance processes. 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 believe modern slavery risks are low within their own workforce. Similarly, the Reporting Entities' believe modern slavery risks are low within their contingent labour workforce because it is supplied by reputable global and national agencies who are required to comply with domestic and international laws and are subject to due diligence reviews as well as contractual controls.

Wholly owned subsidiaries of Chevron Corporation that are indirect affiliates of CAPL provide various support services under service agreements (e.g. Finance, HR, IT and Supply Chain Management) to CAPL from locations such as the Philippines, India, Singapore and Argentina. Whilst some of these locations on the World | The Global Slavery Index have an elevated relative level of risk, these affiliates adopt the same Chevron Corporation process, procedures and compliance requirements as CAPL. The Reporting Entities believe that modern slavery risks within Chevron Corporation affiliates supporting CAPL are low.

3.2 In supply chains

In 2025, CAPL's assessment of risk in the supply chains of the Reporting Entities continued to focus on direct suppliers, being suppliers with a direct contract with CAPL, and approved subcontractors (a sub-set of important subcontractors) that contributed to the top 80% of spend. This approach reflects a risk-based allocation of resources and does not assume the absence of modern slavery risks beyond direct suppliers and approved subcontractors.

Our Reporting Entities spend in 2025 was US$2.54B across >600 suppliers (with ~55 suppliers contributing to the top 80% spend to our operations). Whilst we have one off requirements with niche suppliers the majority of our spend is with established suppliers supporting the Reporting Entities.

In previous years, CAPL identified the following industry sectors as having higher inherent risk of modern slavery in contracting:

Category	Subcategory (where applicable)	Potential Modern Slavery Risks
Marine & Rigs	Marine crews, port operations	heightened modern slavery risks due to reliance on international crews, subcontracted labour, and port-based services, where workers can be exposed to excessive working hours, poor living conditions, and limited oversight across global shipping operations.
Shipping		the use of international seafarers and subcontracted logistics services, where workers can be exposed to excessive working hours, poor living conditions, wage exploitation, and limited regulatory

		oversight across global shipping routes.
Labour Hire		workers are engaged through complex subcontracting arrangements, increasing the potential for underpayment, excessive working hours, insecure employment, and reduced visibility over recruitment and employment practices.
Building Facilities Management	Security, Catering, Cleaning, building services & repairs to CAPL head office and asset locations	workers are engaged through complex subcontracting arrangements, increasing the potential for underpayment, excessive working hours, insecure employment, and reduced visibility over recruitment and employment practices.
Digital Technology	Outsourced IT services	Geographic vulnerability through complex, global supply chains and outsourced service models, particularly where software development, hardware manufacturing, data services, or labour are sourced from higher-risk jurisdictions with limited labour protections.
Fabrication/Construction & Maintenance		Geographic vulnerability through complex, global supply chain with labour commonly sourced from higher-risk jurisdictions

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 have adopted certain policies of Chevron Corporation, as applicable to their operations and to the extent consistent with applicable law.

The Reporting Entities maintain key policies and processes that are relevant to our approach to modern slavery. Many of these policies are the subject of periodic compulsory training for our employees and key contractors.

Reporting Entity Policy	Relevance to Modern Slavery	Measure
Chevron Corporation Business Conduct & Ethics	Outlines expectations & commitments to achieve safe, reliable operations with integrity. Links to other key policies and processes such as the Chevron Corporation Hotline and Human Rights Policy	Available in multiple languages. Annual mandatory training, as requested for all employees and key suppliers & contractors. Accessible on Chevron Corporation website.
Chevron Corporation Business Conduct & Ethics Expectations for Suppliers & Contractors	Outlines expectations & commitments to achieve safe, reliable operations with integrity. Links to other key policies and processes such as the Chevron Corporation Hotline and Human Rights Policy	Documented and shared with all new suppliers being set up in CAPL systems Included in sourcing events
Chevron Corporation Human Rights Policy	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	Online training for employees and contractors accessing Reporting Entity assets.

4.2 Managing supply chain risk

CAPL's standard supplier agreements require its suppliers and contractors to adhere to all domestic laws and confer on CAPL various audit rights.

Suppliers are also expected 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.

The Reporting Entities follow Chevron Corporation's Operational Excellence Management System (**OEMS**) which puts into action The Chevron Way value of protecting people, assets, communities and the environment. OEMS includes Chevron Corporation's Contractor Operational Excellence Management (**COEM**) process, which assists the Reporting Entities to manage operational excellence / Health, Safety and Environment (**HSE**) risks (including modern slavery related risks) from contracted activities. 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

CAPL has in place a supplier due diligence 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 HSE, Finance, Compliance, Data Privacy, Cyber Risk Management and employment conditions. All suppliers must be approved via this process before they can commence direct supply to CAPL.

A global network is in place to lead social risk and impact assessments across operations and project life cycles. There is a systematic and risk-based approach to identifying, assessing and managing environmental, social and public health risks and potential impacts.

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.

4.3 Training

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.

4.4 Grievance Hotlines

Employees, suppliers, contractors and external stakeholders may communicate any concerns to the Chevron Corporation 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 maintains 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.

All reports whether via email or online are received in a central intake location for Chevron Corporation. Reports are triaged and identified by location and assigned for investigation.

During the Reporting Year, the Reporting Entities did not receive reports of modern slavery compliance exceptions to the Chevron Hotline or the operational-level grievance mechanism in relation to their operations.

4.5 Response and Remediation

If increased modern slavery risks or incidents are identified, the Reporting Entities will engage relevant business partners, identify and implement appropriate and necessary corrective actions and escalate matters via governance and contractual processes as appropriate.

5 Continuous Improvement

2020 – 2024

During this time the Reporting Entities looked at a variety of ways to understand and mitigate the risks of modern slavery. An overview of the actions taken over this four-year period are summarized below:

- Increased awareness and understanding of modern slavery by providing training and accessibility to events hosted by third-party providers for our supply chain personnel
- Conducted a pilot audit program, which included working with suppliers to understand our level of maturity and how to expand our practical learning and opportunities.
- Identified external specialists with risk software platforms to assist in reliable risk monitoring and partnered with Ecovadis to assist with supply chain due diligence processes.
- Ensured visibility of our Modern Slavery Statement by publishing it on the Chevron Australia external website.
- Engaged a third-party auditor and piloted social compliance audits.

2025

During 2025, the Reporting Entities continued to focus efforts on understanding supply chain risk in relation to modern slavery and reviewing associated due diligence mechanisms. An overview of the actions taken in 2025 are summarised below:

- The Reporting Entities continued to optimise the design of the due diligence program to help them identify potential risks that would require work with business partners to implement appropriate mitigation measures.
- Chevron Corporation began developing a globally-aligned sustainability reporting program, which the Reporting Entities are collaborating with them on. This program includes identification of supply chain risks with particular emphasis on environmental, social and governance, including modern slavery.
- Key employees of the Reporting Entities attended continuing professional development opportunities in modern slavery legislation.

2026

In 2026, the Reporting Entities focus remains on the following:

- Continuing to partner with Chevron Corporation to progress and align a standardised sustainability reporting program (including modern slavery) enhancing visibility and understanding to senior leaders on individual country requirements.
- Reviewing identified suppliers from high-risk supply chain categories based on top 80% spend in 2025, then:
    - determining if they have published modern slavery statements; and
    - using performance meetings with suppliers to discuss and understand their approach to modern slavery risks
- Developing and implementing modern slavery questionnaires, as appropriate, for new sourcing events and negotiations based on value and risk level.
- Leveraging the global slavery index as part of assessing risks associated with supplier locations in modern slavery risk assessments.
- Developing internal governance model and escalation process.
- Develop a 3-year action plan to increase oversight, knowledge, training and audits of modern slavery.

6 Assessing the effectiveness of our actions

The Reporting Entities consider an effective response to modern slavery risk management includes:

- Engaging with personnel and suppliers to set expectations and build awareness through training, performance management, due diligence and contractual mechanism.
- Continued participation in the Human Rights Resources & Energy Collaborative (**HRREC**) as well as relevant industry events and learning opportunities.
- Continued implementation and refinement of governance, escalation and due diligence processes.
- Responding to any identified modern slavery incidents.
- Progressing the Reporting Entities' 2026 plans for continuous improvement.

The Reporting Entities will evaluate effectiveness by:

- Completion and implementation of a 3-year action plan, improved due diligence and governance processes.
- The quality of its modern slavery risk identification and management measures implemented.
- The level of supplier engagement and understanding of modern slavery risks and the Reporting Entities' relevant processes and policies.
- Percentage of CAPL personnel that complete modern slavery related internal training or participate in relevant industry events or opportunities.
- Number of modern slavery questionnaire responses received, and the number of suppliers engaged on modern slavery topics as part of performance review or management discussions.

- The volume of issues or incidents raised or identified as part of its modern slavery processes and the Reporting Entities' responses.

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, CAHPL, and the other Reporting Entities. This statement was prepared in consultation with each of the Reporting Entities and their owned or controlled entities.

7.2 External Engagement

CAPL maintains its relationship with the 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.

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 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 2026.

Duly authorised by:

Balaji Krishnamurthy **Director** **Chevron Australia Holdings Pty Ltd**	**Balaji Krishnamurthy** **Director** **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 – 6
d)	Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address these risks, including due diligence and remediation processes.	7 – 10
e)	Describe how the reporting entity assesses the effectiveness of these actions.	10 – 11
f)	Describe the process of consultation on the development of the statement with any entity 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.	12