



# About Our Human Rights Policy

Chevron's commitment to respecting human rights wherever we operate is embodied in The Chevron Way, our Operational Excellence Management System and our Business Conduct and Ethics Code. Reflecting this commitment, Chevron adopted a new corporate Human Rights Policy in 2009 that replaces our existing Human Rights Statement.

We believe that although governments have the primary duty to protect and ensure fulfillment of human rights, we have a responsibility to respect human rights and can play a positive role in the communities where we operate. To this end, our conduct in our global operations is consistent with the spirit and intent of the United Nations Universal Declaration of Human Rights; the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, where applicable to business; and other applicable international principles, including the Voluntary Principles on Security and Human Rights.

In many countries and communities where we operate, social issues are part of a broader set of complex socioeconomic and security concerns and can apply to many aspects of our business. This is why the management of human rights issues in Chevron is based on the totality of our efforts and not on a single activity. Our corporate policies, management processes, community investment programs and participation in voluntary initiatives are complementary and are intended to work together and reinforce our commitment to respecting human rights.

Chevron's Human Rights Policy will foster greater awareness of human rights issues throughout the company and will enhance our capabilities to identify and manage human rights issues in four areas relevant to our business: employees, security providers, community engagement and suppliers. The policy also does the following:

- Reinforces our existing policies, processes and activities that support our human rights values and commitments, which include specific policies on labor relations, contracting and procurement, operational excellence, and security.
- Identifies select new requirements for training and operations assessments specific to operating environments where human rights issues may be more prevalent.
- Sets clear accountability for line management to implement the policy and for our corporation's commitment to providing management with the necessary resources, support and review.

All employees of Chevron are required to comply with this policy, whose key elements are as follows.

- **Employees** We treat all of our employees with respect and dignity and promote diversity in the workplace. Our company policies and procedures adhere to all applicable domestic laws and are consistent with ILO core labor principles concerning freedom of association and collective bargaining, nondiscrimination, forced labor, and underage workers in the workplace.
- **Security** We protect personnel and assets and provide a secure environment in which business operations can successfully be conducted. Our guidelines and management processes on security in our areas of operations are consistent with the Voluntary Principles on Security and Human Rights.
- **Community** We respect human rights in the following ways:
  - Through our contributions to socioeconomic development in the communities where we operate.
  - By fostering ongoing, proactive two-way communication with communities and knowledgeable stakeholders.
  - Through our corporate Environment, Social and Health Impact Assessment (ESHIA) process for all major capital projects, as well as for existing operations in sensitive operating environments.
  - Through our corporate practices, which are consistent with relevant external guidelines.

- **Suppliers** We encourage our suppliers to treat their employees and to interact with communities in a manner that respects human rights and is consistent with the spirit and intent of this policy. We require that our key suppliers adhere to all applicable domestic laws and encourage them to be consistent with ILO core labor principles. We also engage with our key suppliers to reinforce awareness of potential human rights issues.

Implementation of the policy will begin in 2010.