
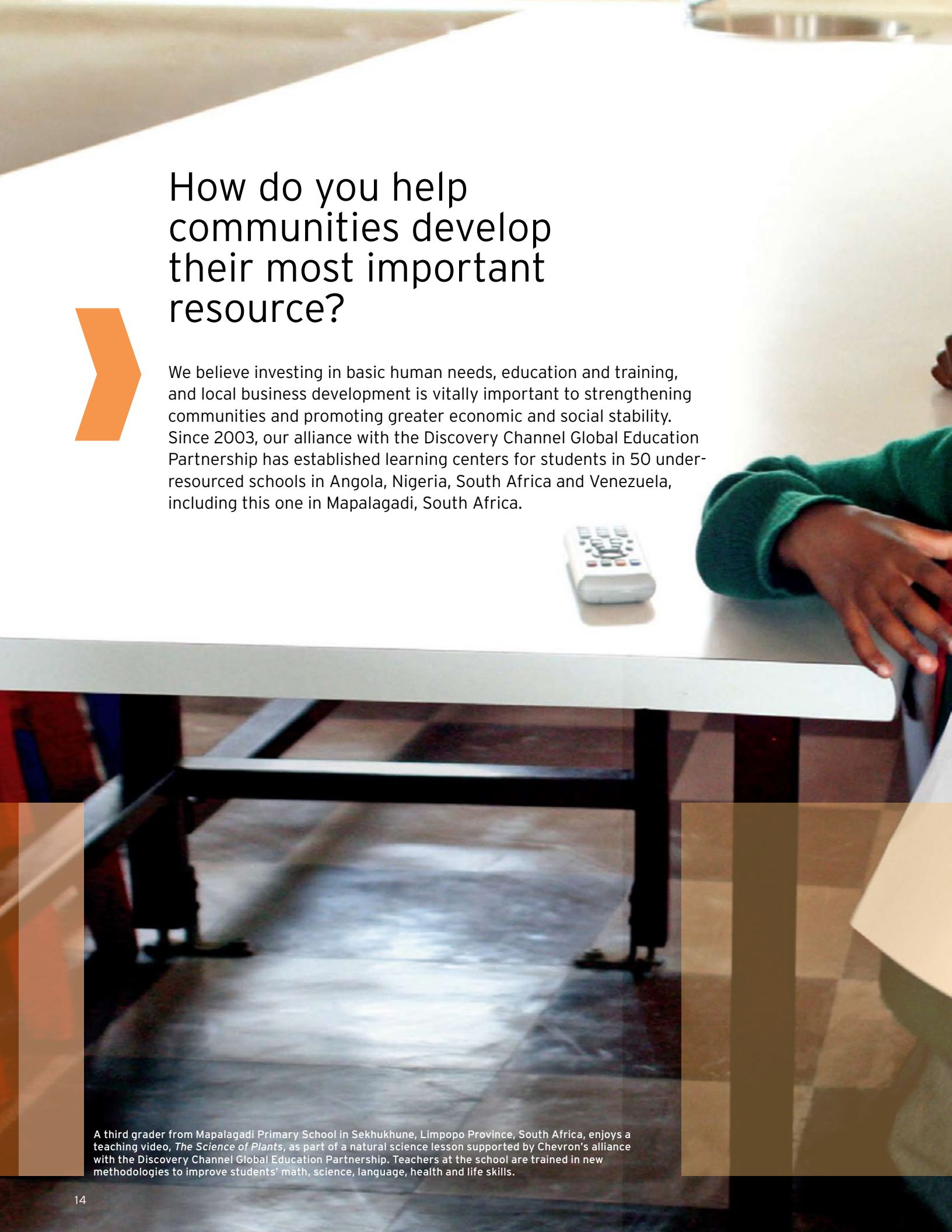


How do you help communities develop their most important resource?



We believe investing in basic human needs, education and training, and local business development is vitally important to strengthening communities and promoting greater economic and social stability. Since 2003, our alliance with the Discovery Channel Global Education Partnership has established learning centers for students in 50 under-resourced schools in Angola, Nigeria, South Africa and Venezuela, including this one in Mapalagadi, South Africa.



A third grader from Mapalagadi Primary School in Sekhukhune, Limpopo Province, South Africa, enjoys a teaching video, *The Science of Plants*, as part of a natural science lesson supported by Chevron's alliance with the Discovery Channel Global Education Partnership. Teachers at the school are trained in new methodologies to improve students' math, science, language, health and life skills.



Socioeconomic

The following pages describe our socioeconomic performance in workforce development, health and safety, supply chain management, community engagement, and human rights. We also examine our corporate responsibility efforts in the Asia-Pacific region, one of the fastest-growing areas of the world, where approximately a quarter of our global oil production takes place. Wherever we operate, we believe our investments in people and partnerships with communities are fundamental to both our business success and to meeting the world's growing demand for energy.

Global Strategic Workforce Development

Today's complex global environment requires a world-class workforce that reflects the cultures and businesses of countries where we do business. Chevron currently has 40 major capital projects in which Chevron's share is more than \$1 billion, requiring additional skilled people across our operations.

Higher energy prices and growth in energy demand have increased investment in our industry, driving greater competition for talented people. In 2007, more than 7,000 new employees were hired. Since 1999, our workforce has grown more than 76 percent to approximately 59,000. Also, our workforce is shifting geographically. In 2007, more than half of our new employees were hired and located outside the United States, up from about 30 percent in 1999.

During 2007, we continued to develop our workforce capabilities through our Invest in People strategies. These strategies are designed to:

- Create a world-class, high-performing global workforce.
- Develop and manage our employees to help us create the organizational capability to execute our strategies.

- Develop leaders who deliver superior results in a diverse, culturally complex global energy company.

Creating a World-Class Global Workforce

In 2007, Chevron added new processes and programs to help continue to attract the best talent from around the world. For example, an improved applicant tracking system and sourcing process increased our ability to attract and hire candidates in key technical areas. We strengthened our image as an employer through expanded advertising and Web and print strategies. Our capacity to support internal and external hiring has increased. A centralized Global Upstream recruitment group strengthened our ability to attract new and experienced employees for all our upstream operations.

Chevron's University Partnership Program began establishing long-term, strategic relationships with 18 universities around the world that have a strong presence in the global energy industry. The partnerships strengthen the global reach of our recruitment activities and support education and research, which include new and existing degree programs and research initiatives on emerging technologies.

Supporting diversity is one of seven values in The Chevron Way. Having a workforce that reflects the composition of the marketplaces we serve and the communities where we operate is an important competitive advantage. Our leadership training programs explain the value diversity brings to our business success and provide guidance to help supervisors and managers learn to recognize and support the diversity of team members. As of 2007, we have approximately 13,200 employees involved in 10 officially recognized employee networks centered on issues such as gender, race, sexual orientation, age, disability and national origin.

We use a variety of metrics to help us understand our progress on our diversity goals. In 2007, for instance, 24.5 percent of senior executives were women and non-Caucasian men, surpassing our five-year goal of 23.5 percent set in 2002 – an accomplishment that reflects specific initiatives to achieve our objective. A selection of our metrics is reported in the charts below.

Developing and Managing Our Employees

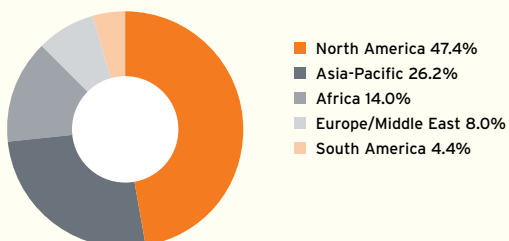
We provide opportunities for skill development and motivating assignments at each

Global Diversity

	2006	2007
Women in total workforce	21.5%	22.4%
Women represented at midlevel and above	10.3%	10.6%
Women and non-Caucasian men represented at senior executive level	21.4%	24.5%

Global Workforce at Year-End 2007

Geographic breakdown



At year-end 2007, Chevron's worldwide staffing was 59,162, excluding service station employees. This represents an increase of 5.9 percent over the previous year. Approximately 15.8 percent of Chevron's U.S. workforce is represented by unions.

U.S. Equal Employment Opportunity Commission Statistics

	2006	2007
Minorities among total employees	32.2%	33.9%
Women among total employees	28.3%	29.0%
Minorities among executives and senior managers ¹	N/A	9.6%
Minorities among first- and midlevel managers ¹	N/A	26.5%
Women among executives and senior managers ¹	N/A	14.1%
Women among first- and midlevel managers ¹	N/A	25.6%
Minorities among professionals	26.1%	29.1%
Women among professionals	30.7%	32.0%

¹ The U.S. Equal Employment Opportunity Commission established this category in 2007. The data are not comparable with previous years.

Employee Surveys

	2004	2005	2006	2007
I believe strongly in the goals and objectives of Chevron	87%	91%	93%	92%
I am proud to be a part of Chevron	87%	89%	92%	92%
Chevron is a company that cares about the health and well-being of employees	80%	83%	87%	90%
I find it difficult to effectively manage both my work demands and my personal or family needs	33%	35%	32%	35%

stage of our employees' careers. Among our 2007 achievements:

- Horizons, an accelerated development program to build the technical competency of employees who have fewer than six years of industry experience, was expanded to support employees at all of our global upstream operations. Programs are offered in disciplines such as earth science, petroleum engineering, facilities engineering, and drilling and completions engineering. In addition, Chevron's information technology, supply chain management, and health, environmental and safety operations have implemented the program. Approximately 800 international and 1,000 U.S. employees were active in the program in 2007.
- The Engineering Development Program identifies and develops engineering graduates who have technical project management skills. During the two-year program, recruits rotate through a variety of downstream assignments to develop the skills to support strategic business opportunities.

Developing Our Leaders

Our leaders must have the capabilities to excel in a complex, global business

environment. In 2007, three new programs that build employee supervisory and management skills were introduced through our seven-stage leadership development program. This program identifies and develops our leaders around the world to operate at a consistently high level of performance and employee engagement. More than 5,165 employees took part in more than 230 leadership development sessions.

Engaging Employees in Continuous Improvement

In March 2007, we surveyed our global employee population on employee engagement, retention and performance. We received responses from 68 percent of our workforce. The results indicated we were on par with or improving in key areas since our last census in 2004. Chevron employees are more highly engaged with the company and more likely to stay than in the past. Compared with 2004, however, they say they are having more difficulty managing workload and balancing work and personal needs.

We ranked favorably among our major competitors in indices measuring employee engagement, retention and performance according to an independent industry-benchmarking firm.



Above: Rukshana Begum is an operations specialist in Bangladesh. She works at Chevron's Jalalabad natural gas field.



Venezuela's Simón Bolívar University participates in Chevron's University Partnership Program. Chevron helps fund research and supports 30 students who are pursuing petroleum technology studies, such as program participants (from left) Gabriela Jimenez, Luis Hernandez and Zary Faría Vara.

Health and Safety

We place the highest priority on the safety and health of our workforce and the people in the communities where we operate, on the environment, and on the reliability and efficiency of our operations. Our Operational Excellence Management System focuses on leadership accountability, on a management system process that is integrated into our business planning, and on expectations of operational excellence to achieve world-class health and safety performance.

In 2007, Chevron again conducted a review of serious incidents to learn from these events and improve the safety of our operations. Two new corporate standards were adopted to further reduce injuries and illness among our workforce – Fitness for Duty and Occupational Hygiene – and a cardiovascular health program was initiated. We created a Motor Vehicle Safety Center of Excellence to improve driving safety within the company. We also expanded our efforts to provide health and safety benefits to the communities where we operate through efforts to combat HIV/AIDS and malaria and, in some locations, supported community clinics.

Safety Performance

We remain committed to reducing all incidents to zero. The Total Recordable Incident Rate of our workforce decreased by 17 percent compared with 2006, and the Days Away From Work Rate decreased by 22 percent during the same period. The frequency of lost-time incidents has declined significantly over the past five years by more than 71 percent. Despite these overall improvements, we experienced 17 fatalities that resulted from nine incidents in 2007.

Two Chevron refineries experienced fires in 2007: Richmond, California, in January

and Pascagoula, Mississippi, in August. In both instances, emergency response personnel at the facility contained the fire quickly. One Chevron employee sustained minor injuries in the Richmond incident and returned to work the same day. No one was hurt responding to the Pascagoula fire. All monitoring data and air samples taken during these incidents show no evidence of adverse air quality.

Every Chevron facility strives for outstanding safety performance. Our Zero Is Attainable awards are granted quarterly to locations that complete 1 million hours or 1,000 days worked with no workforce Days Away From Work incidents and no fatalities. In 2007, 89 work groups worldwide received this award.

Improving Safety Management Processes

Chevron increased its focus on facility safety during 2007. We invested in new systems, monitoring and staffing to protect our workforce. These measures included:

- Creating a new Center of Excellence for Incident Investigation and Learning to provide expert analysis of the root causes of accidents, share findings companywide and solve problems collaboratively.
- Implementing new guidelines developed by the American Petroleum Institute to safely site portable buildings in our refineries and petrochemical facilities.
- Developing a new process safety metric – Loss of Containment – designed to improve how we manage the process safety of our facilities; we plan to collect data on this metric beginning in 2008.

In 2007, our Global Downstream organization initiated a loss-prevention system to prevent or reduce unplanned events, which may include anything from workplace falls to

accidental releases. It moves beyond safety to improvements in areas such as health, environmental performance, product quality, reliability and business efficiency. It also provides comprehensive tools for self-assessment and incident investigations.

Reducing Employee Injuries and Illness

Programs to support a safe, healthy and reliable workplace are an important part of our efforts to reduce all incidents to zero. In 2007, the programs we established or offered training in included:

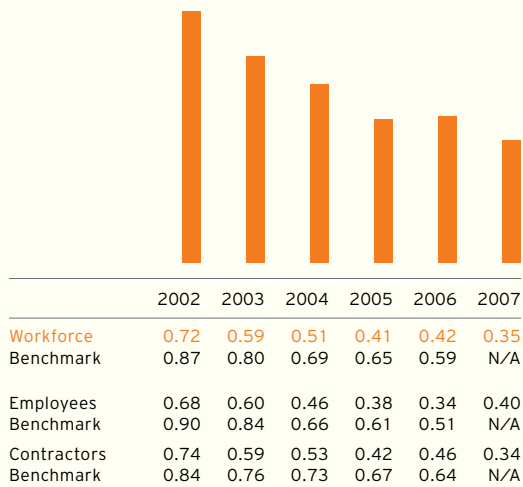
- Safe Work Practices – Our Global Downstream and Upstream organizations developed standardized processes to address training, high-risk work and lessons learned from major incidents. Global Downstream began implementing its process in 2007, and Global Upstream will begin implementation in 2008.
- Fitness for Duty – Chevron established a standardized process to determine whether employees are safely able to perform the requirements of their job. The Fitness for Duty process requires that we identify health-sensitive or physically demanding job functions and develop appropriate evaluations.
- Occupational Hygiene – The corporate Occupational Hygiene process was adopted to further enable us to protect workers' health by identifying, quantifying and controlling occupational exposures to environmental agents that may affect the health of the workforce. Chevron established a corporate exposure standard for hydrogen sulfide in the workplace.
- Reliability – Chevron offered 24 courses and held more than 225 classes through our Reliability University, training more than 3,000 individuals in the behaviors



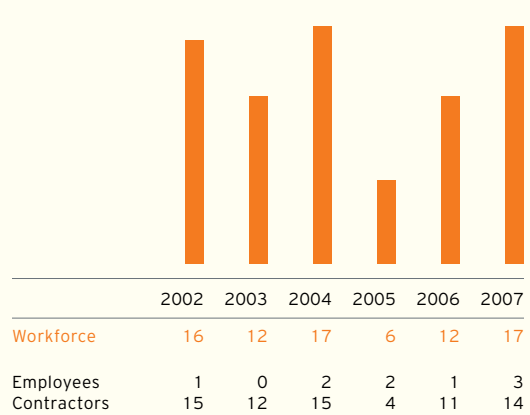
The Ikhwezi Community Centre provides skills and services to support the daily needs of HIV/AIDS-affected families in the community of Paarl outside Cape Town, South Africa. Chevron and its employees have supported Ikhwezi's programs, which include craft training to help women earn income.

Total Recordable Incident Rate¹

Incidents per 200,000 work hours

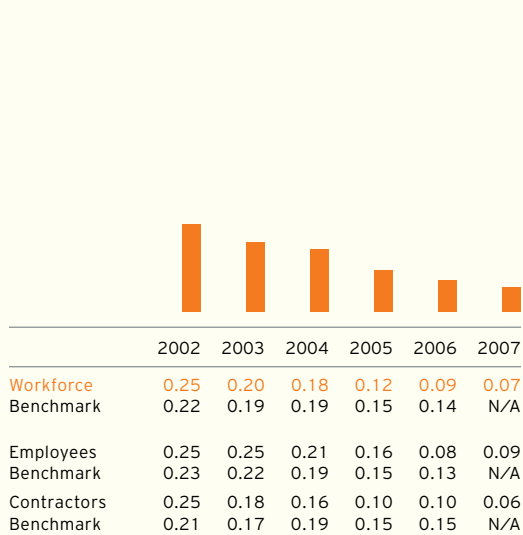


Work-Related Fatalities



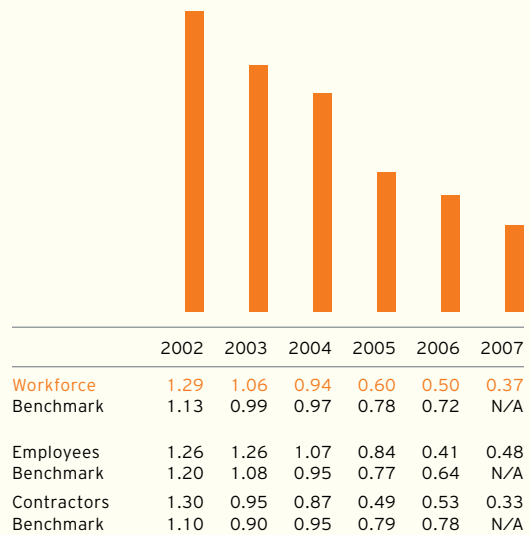
Days Away From Work Rate¹

Incidents per 200,000 work hours



Lost-Time Incident Frequency¹

Incidents per million work hours



¹ American Petroleum Institute data are used as industry benchmarks. 2007 benchmark data were not available at time of publication.

and tools needed to improve the reliability of our operations and capital projects.

Employees' Cardiovascular Health

Helping employees improve their health is another way in which Chevron strives for a safe, productive work environment. We have developed a program to address major risk factors for cardiovascular disease among our employees. Designed with the assistance of public health experts, the program provides cardiovascular risk assessment tools that employees can use voluntarily and confidentially. For individuals at medium or high risk, a health mentor is available to support behavioral changes associated with better health. We are translating the assessment and educational tools into multiple languages. In 2007, we made these tools available to pilot sites in Nigeria, the Philippines and parts of the United States.

Facing the Challenges of HIV/AIDS

Chevron is in its third year of implementing a global policy to help fight the spread of HIV/AIDS and to address its effects among our workforce and communities where we operate. The policy focuses on delivering customized education, awareness building, prevention and treatment programs across the organization and on reducing the stigma associated with HIV/AIDS. Forty HIV/AIDS policy coordinators drive implementation globally. Our goal is to have all Chevron employees understand how to prevent HIV/AIDS and, wherever possible, to provide access to voluntary testing and treatment resources.

During 2007, we continued to provide training on HIV/AIDS prevention, testing, management and treatment. Since the introduction of our HIV/AIDS program, approximately 6,370 managers and

supervisors and 11,200 employees have received training customized for their particular geographic area.

Chevron in 2007 became the first Corporate Champion of the Global Fund to Fight AIDS, Tuberculosis and Malaria. Over the next three years, we will contribute \$30 million to support the Global Fund's work to combat these diseases around the world. Leveraging our experience working with local communities, we will focus our approach on collaboration and partnership, a model shared by the Global Fund.

Anti-Malaria Program Helping African Communities

Chevron's anti-malaria efforts are focused primarily in Angola and Nigeria, countries where we operate and where the mosquito-borne infection is prevalent. In Angola, we promote awareness of how malaria is transmitted, assist with training community-based health workers and provide clinical supplies. Chevron also provides insecticide-treated mosquito nets to employees and their families. In 2007, we expanded this effort by distributing 14,000 nets to communities near our Angola operations. These combined efforts have contributed to a 40 percent decrease in annual malaria cases among our employees and their families. In Nigeria, the River Boat Clinic, launched in 2000, delivers prevention, diagnostic

and treatment supplies directly to remote communities in the Niger Delta.

Arrive Alive

Chevron established the Arrive Alive program to help eliminate traffic-related fatalities and injuries in the communities where we operate. Working with government agencies, nongovernmental organizations, trade associations and other private-sector companies, Chevron has formed or joined collaborative nonprofit entities in Guatemala, Nigeria, South Africa and Uganda to help develop and implement road safety action plans. In 2007, a program was established in El Salvador. These efforts seek to create solutions through advocacy, enforcement, education and communication, addressing the root causes of road traffic incidents in several communities that host our operations.

Our longest-running Arrive Alive partnership is in Guatemala. In the first full year of implementation, the number of traffic accidents at nine "hot spots" declined from an average of more than 40 per month to one or two per month after corrective measures were instituted, a 95 percent reduction. At one hot spot near a school, the accident rate fell to zero after local officials installed new road signs, stepped up traffic enforcement efforts and trained school students on safe road-crossing practices.

Motor Vehicle Safety

Company motor vehicle incidents per million miles driven



2006 and 2007 data are based on a revised classification system adopted by the International Association of Oil & Gas Producers. Chevron has tracked motor vehicle incidents since 2002.

Along with programs promoting safe driving for its employees and contractors, Chevron often works with local partners on programs to eliminate traffic-related fatalities and injuries in communities near its operations.



Supply Chain Management

Our efforts to build local supplier capacity and use local content are among the important contributions Chevron makes in the countries where we operate. Investing in our suppliers and contractors helps foster local economic development and helps meet our business needs around the world. In 2007, we purchased approximately \$35 billion in goods and services from suppliers and contractors ranging from large multinational corporations to locally based businesses.

Building a Diverse U.S. Supplier Network

A diverse supplier network promotes an inclusive business environment. By supporting small, local, minority- and women-owned businesses, we develop new and cost-effective solutions that fuel our mutual growth. In 2007, we spent \$2.9 billion on goods and services provided by small businesses in the United States, an overall increase that is slightly below our goal of 28 percent of total U.S. expenditures. We spent \$464 million with women-owned businesses and \$434 million with minority-owned businesses.

To continue building our network, we introduced a supplier diversity training program for Chevron's supply chain/procurement personnel in the last quarter of 2007. This program will help us identify new opportunities for small and diverse suppliers to work with us.

In many U.S. locations where we operate, we provide potential suppliers with seminars and training programs as well as assistance in obtaining the appropriate small business, women-owned or minority-supplier certifications. In addition, we work with our larger suppliers to help them develop their diversity programs for subcontractors.

Chevron works directly with its suppliers to develop their business practices. Our relationship with MetroplexCore – a Houston-based, minority-owned, environmental and industrial services company – demonstrates how collaboration can achieve our business needs and build the capacity of our partners.

In 2007, Chevron Environmental Management Co. helped MetroplexCore align its health, environment and safety practices with Chevron's, provided safety training to MetroplexCore employees, and established a mentoring program on operational excellence.

Building a Strong Local Supplier Network Worldwide

Outside the United States, Chevron's investments in local businesses contribute to the overall development and prosperity of the communities where we work, expand our supplier network, and demonstrate our commitment to diversity.

In 2007, we held mentoring and supplier training forums in Angola, Kazakhstan, Kuwait and Thailand. These forums enable local suppliers to understand our business needs and our health, environmental and safety requirements. This makes them more successful in tendering for our business and providing the goods and services we need.

In Thailand, Chevron funded safety training workshops for CUEL Ltd., a partner firm. CUEL, one-third owned by Chevron, was created in 2000 to perform engineering, construction and installation services for Unocal Thailand, which was acquired by Chevron in 2005. Since 2000, CUEL has grown into Thailand's largest full-service oil and gas contractor, with 2,200 employees, of whom 95 percent are Thai nationals. Through 2007, CUEL employees worked more than 13 million hours in its fabrication yard without a lost-time incident.

Building Capacity Through Local Content

Our partnership in Kazakhstan with ESS Support Services is an example of how we build local capacity. Chevron has a supplier agreement with ESS to provide catering and facilities management services to Tengizchevroil, in which Chevron owns a 50 percent interest. In 2007, after a competitive process, we renewed our contract with ESS, in part because of ESS's demonstrated commitment to developing local capacity. Between 2005 and 2007, ESS increased local supplier content from 48 percent to 78 percent. More than 97 percent of its 3,400 employees are Kazakh citizens. In 2007, working with Tengizchevroil, ESS provided training to local suppliers on such issues as food risk and health assessment to help them meet ESS's and Tengizchevroil's standards for health, safety, reliability and quality.

U.S. Small Business and Supplier Diversity Spending (US\$ millions)

	2002	2003	2004	2005	2006	2007
Small business	1,364	1,310	1,360	1,800	2,800	2,886
Women-owned	212	223	222	258	373	464
Minority-owned	209	202	226	310	432	434



MetroplexCore, a minority-owned company based in Houston, Texas, provides environmental site assessment, project management and tank cleaning services to Chevron Environmental Management Co. MetroplexCore CEO Willard Jackson, Jr. (center) reviews project plans with senior engineer Robert Decker and engineer associate Elizabeth Frazier.

Community Engagement

Chevron's community engagement initiatives strive to contribute to economic growth and the well-being of the communities where we operate. Over the past several years, our programs have focused on building human and institutional capacity. In 2007, we invested approximately \$119 million in community engagement initiatives in the United States and around the world, an increase of nearly \$30 million over 2006. The increase was due largely to our Energy for Learning education initiative and our alliance with the Discovery Channel Global Education Partnership, both described below, and other programs. Overall, approximately 68 percent was targeted toward basic human needs, education and training, and support for local small and medium-size businesses.

Partnerships are at the heart of our community engagement initiatives. We believe they are essential to creating sustainable programs that build local capabilities. We collaborate with our strategic partners to plan, implement, monitor and evaluate our community engagement projects. Our partners include local and national governments, communities, nongovernmental organizations (NGOs), development and donor agencies, and multilateral institutions. Through our partnerships, we leverage our own and our partners' expertise, skills, technical knowledge and financial resources.

Enhancing Our Capabilities

At Chevron, we continuously look for ways to enhance our internal capabilities to constructively engage the communities where we operate and build sustainable partnerships. In 2007, more than 100 Chevron employees from more than 15 countries took part in social impact assessment and stakeholder engagement training sessions in Angola, Canada, Indonesia, Kazakhstan, Nigeria, Thailand, the United States and Venezuela. These training sessions were part of the three-year rollout of our Environmental, Social and Health Impact Assessment process for new capital projects, described on page 8.

We also introduced a new community engagement tool kit, which provides our staff with guidance in designing, implementing and assessing community engagement programs for all stages of a project's life cycle.

Developing Partners' Capabilities

Chevron's community engagement initiatives rest on a long-term commitment to collaboration and partnership. Our three-year, \$30 million commitment to the Global Fund to Fight AIDS, Tuberculosis and Malaria, described on page 20, is one example. The Chevron Management Institute (CMI) is another. CMI provides four days of intensive leadership and

management training to NGO representatives we work with around the world. Since 1995, CMI has trained approximately 320 NGO leaders.

In 2007, CMI sponsored two training sessions for our NGO partners. A CMI session in Houston brought together 20 NGO leaders from organizations in Angola, Nigeria and the United States. At a regional CMI session held in Caracas, Venezuela, our Latin American business unit welcomed 26 NGO leaders from Argentina, Chile, Colombia, El Salvador and Venezuela. The Research Foundation, a Latin American development organization, facilitated the training with faculty from INCAE, a nonprofit organization located in Costa Rica supported by the Harvard Business School.

Building Sustainable Communities

Chevron works in a range of operating environments around the world. Our community engagement initiatives are designed to address the needs of the communities and reflect our commitment to partnerships, sustainability and capacity building, as described in the programs below.

Angola Partnership Initiative: Five-Year Anniversary

The Angola Partnership Initiative marked its five-year anniversary in 2007. Launched in 2002, the initiative's goals were to promote



Energy for Learning: Seventh-grade science teacher Alison Althaus examines diluted cabbage juice as part of an experiment to show how pH values change as people exhale carbon dioxide into the cups. She is a participant in Chevron's Energy for Learning program in New Orleans, Louisiana. Energy for Learning is a three-year, \$18 million initiative launched in 2006 that supports public education in school districts affected by hurricanes Katrina and Rita.

peace and stability and to improve health and educational infrastructure. It also sought to help build the capacity of Angolan nongovernmental organizations and government development agencies and to help reduce poverty through agribusiness and the development of micro, small and medium-size enterprises. Chevron leveraged an initial \$25 million investment with \$31 million in matching funds and partnerships from national and multilateral development organizations.

As of 2007, the initiative's most significant five-year accomplishments include:

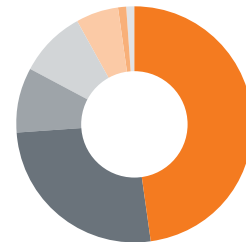
- Establishing a microfinance bank, NovoBanco, in August 2004. More than \$27 million in loans have been made to more than 5,000 micro and small enterprises.
- Helping provide food, seeds and tools to approximately 2 million people across six provinces.
- Helping organize 3,053 small agricultural producers into 32 associations, which produced and commercialized high-value crops.
- Increasing student enrollment at Angola's Faculty of Agrarian Science from 200 in 2003 to more than 700 in 2007, improving the country's technical capacity to revitalize agriculture.

In 2007, we undertook a review of the initiative's first five years to identify projects and processes to improve and replicate. More than 1,750 employees were surveyed and 158 internal and external stakeholders interviewed. Among the key findings, we learned that:

- Capacity building of government institutions and other local partners was vital for success.
- Projects contributing to income generation and improved livelihoods were recognized as having the greatest impact and sustainability.
- Participatory approaches strengthened stakeholder engagement and local ownership of projects.

Chevron is investing an additional \$2.5 million per year in second-phase program funds that extend through 2012. Based on the findings of our review, our second-phase strategic objectives are to continue building local organizational capacity and assist in reducing poverty by supporting the development and diversification of small and medium-size enterprises.

Global Community Investments in 2007



- North America 48%
 - Africa 26%
 - Asia-Pacific 9%
 - Eurasia 9%
 - Latin America 6%
 - Europe 1%
 - Middle East 1%
- Total \$119 million

Includes Chevron's share in Chevron Phillips Chemical Co., the Tengizchevroil joint venture, and the Karachaganak Petroleum Operation Consortium.

Mobile Crèches in New Delhi, India, is a nonprofit organization that provides health care, nutrition and a safe environment during the day to underserved children of itinerant workers at construction sites. Kusum Sharma (right), who works for Mobile Crèches, cares for children. Chevron contributes funds to the organization, and employees volunteer, helping care for the children and collecting donations of food, clothing and toys.



Progress on GMOUs in Nigeria's Niger Delta

In 2006, Chevron Nigeria Ltd. (CNL) signed Global Memoranda of Understanding (GMOUs) with eight community groups and state governments in the Niger Delta. The GMOUs represent a new community engagement model in a region facing complex development challenges. This model is characterized by a participatory partnership with communities, state governments and nongovernmental organizations on community engagement initiatives. The GMOUs are intended to gradually shift control of CNL-funded community development programs from CNL to Regional Development Councils, which represent local communities.

In 2007, deployment of the GMOUs moved forward with communities and their leaders beginning to embrace the model of community-driven planning and responsibility for the success of projects. We recorded the following progress:

- Three-year community development plans, which were created in 2006 following comprehensive sustainable-livelihood assessments, have been approved by project review committees.
- Individual projects have been prioritized and are now being scoped and funded by the individual councils. They include water and infrastructure projects, support for education, microcredit loans to support small business development, and vocational training programs.
- Council engagement with other government development agencies is improving. Through this process, we will explore how to leverage other development initiatives to improve the benefits this new model will bring to the communities.

CNL recognizes that success in the Niger Delta is measured in small increments, and the region continues to face challenges. It continues to support efforts to improve communication between councils and the communities and is committed to working with all stakeholders to address complex development needs in a coordinated and participatory fashion.

Energy for Learning

Energy for Learning is a three-year, \$18 million initiative launched in 2006 to support public education in school districts affected by hurricanes Katrina and Rita in the United States. In 2007, Energy for Learning invested more than \$10 million in 224 schools in 23 Mississippi and Louisiana school districts. As part of this effort, \$2 million was invested in the construction of two child care facilities in Mississippi, undertaken in partnership with Save the Children, a nonprofit organization.

Funds from Energy for Learning also supported academic resource needs, including computers and science lab equipment. For example, Pearl River Central School in rural Mississippi received a \$100,000 grant to create two reading labs. In 2007, students in 10 first-grade classes and approximately 120 upper-elementary students who were testing below grade level on state proficiency tests took part in a daily reading-enrichment program. At the end of the 12-week program, reading skills for the first-grade students had increased by 10 percent, and 80 percent of the older students scored at proficiency or advanced levels on a subsequent test.

Discovery Channel Global Education Partnership

Since 2003, Chevron's alliance with the Discovery Channel Global Education

Partnership has helped establish learning centers in 50 under-resourced schools in Angola, Nigeria, South Africa and Venezuela. This alliance has benefited approximately 67,000 students and 1,850 teachers.

In 2007, Chevron partnered with The Coca-Cola Africa Foundation to expand the initiative to Lagos, Nigeria, where we are sharing program infrastructure costs and establishing four learning centers. Preparation of our four learning centers took place during the fourth quarter of 2007. The centers were opened in February 2008 and will provide resources for an additional 2,200 students and 60 teachers.

Learning centers are equipped with culturally relevant educational programming and technology to engage and inspire students. During a three-year partnership with a host school, teachers are trained to use the programming in the curriculum. The learning centers become hubs for community learning, providing information on topics ranging from HIV/AIDS to vocational training.

Other Discovery Channel partnership achievements in 2007 included:

- Implementing assessment tools by trainers at all centers to gauge the effectiveness of the program technology and resources.
- Producing new programming on mathematics, geography and the science of plants, bringing the programming library to 142 segments.
- Thirteen Chevron-sponsored learning centers completing their three-year training period and attaining full self-sufficiency.



In 12 Colombian cities, Chevron employees volunteered on weekends to help build more than 250 homes in partnership with Un Techo para mi País, a nonprofit organization that works to reduce poverty. Chevron also donates funds to the organization.

Human Rights

Our Human Rights Statement, grounded in The Chevron Way, articulates our values and informs how we conduct our business. Guided by our values, we support universal human rights for our employees and in the communities where we operate.

Although governments bear primary responsibility for safeguarding human rights, we believe companies can play a positive role in contributing to their protection and promotion. Our Human Rights Statement, which we adopted in 2006, acknowledges our support for the U.N. Universal Declaration on Human Rights and the principles in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. The statement reaffirms our support for the Global Sullivan Principles. These principles prohibit child labor, forced labor and discriminatory behavior as well as recognize the right to freedom of association and collective bargaining. We prefer business partners that treat their employees similarly.

In 2007, we continued to inform and educate our employees about our commitment to human rights. As of the end of 2007, more than 1,550 employees had completed the training, which will continue to be rolled out over the next two years. The training helps our employees understand human rights principles, key international instruments and voluntary initiatives, and how human rights can be supported through Chevron's role in society.

In 2008, the full text of our Human Rights Statement will be incorporated into our Business Conduct & Ethics Code. Our updated code and required training will be communicated to all 59,000 Chevron employees when the code is released in 2008. The statement's inclusion in the updated code will make it subject to the corporation's compliance processes, described on pages 6 and 7.

Chevron continues to engage and participate in voluntary initiatives that support human rights. In 2007, we were active in the development of participation criteria for the Voluntary Principles on Security and Human Rights, which promote transparency and accountability for participants. Chevron's director of Global Security presented Chevron's

Myanmar

During 2007, we were frequently asked about our investment interest in Myanmar given the unrest that occurred in the country. Chevron supported and continues to support the calls for a peaceful resolution to issues facing the country in a manner that respects the human rights of the people of Myanmar. Our minority, nonoperated interest in the Yadana Project is a long-term commitment that will help meet the critical energy needs of millions of people in the region. Our community development programs in Myanmar also help improve the lives of the people and communicate our values, including respect for human rights.

The Yadana Project partners have engaged CDA Collaborative Learning Projects – an independent U.S. organization that works on issues related to development aid and the management of projects in conflict and post-conflict environments – to visit the Yadana pipeline communities and report on its findings. In its visits to the Yadana pipeline region, CDA spoke with project staff as well as a range of people in the villages around the project and other civil society representatives in Myanmar's former capital, Yangon. CDA noted that the Yadana Project's initiatives have had a positive impact on local communities along the pipeline corridor. CDA also offered insights on the larger impacts of the Yadana Project's presence and the opportunities available to the Yadana Project to address broader socioeconomic impacts of concern to local people.



Above: This view of Mount Poppa is near a remote village in central Myanmar. Through Pact, a U.S.-based nongovernmental organization, Chevron supports health care and education on tuberculosis and HIV/AIDS for this community and others outside the Yadana Project pipeline corridor that have limited access to public health programs.

efforts to implement the Voluntary Principles at the May 2007 plenary session hosted by the U.S. State Department. Chevron also participated in in-country working groups and is part of a working group that is drafting reporting guidelines for the Voluntary Principles.

The Voluntary Principles have been distributed worldwide to our operating companies and business units, which are charged with implementing them according to local laws and conditions. Training on the Voluntary Principles is provided to Chevron's global security advisors on an ongoing basis.