



people

we put people at the center of everything we do

protecting people | executing with excellence | investing in people | respecting human rights



overview

At Chevron, we rely on the power of human energy to help us find newer, smarter, ever-cleaner ways to power the world. At the same time, we invest in people to strengthen organizational capability and develop a talented global workforce that gets results the right way. We are committed to protecting the safety and health of our workforce, and we respect the human rights of our employees and the members of the communities in which we operate.



days away from work rate

0.016

lost work days per 200,000 work-hours in 2018

employee participation

20,000+

employees in Chevron's many employee networks that celebrate and promote diversity

protecting people

We deliver world class performance with a focus on preventing high-consequence incidents. Our safety culture is based on two key principles: do it safely or not at all; and there is always time to do it right.



product stewardship



workforce health and safety



process safety



product stewardship

Chevron works to reduce the risks and potential impacts associated with the life cycle of our products. We assess safety, health and environmental information as well as compliance with product safety legal requirements. Our Operational Excellence Management System (OEMS) is designed to help continually assess compliance with product stewardship requirements.

[learn more about product stewardship >](#)



product stewardship



workforce health and safety



process safety



workforce health and safety

Our highest priority is to eliminate fatalities and prevent serious injuries and illnesses. This requires operational discipline among our more than 45,000 employees and our full-time-equivalent contractor workforce of more than 160,000. Through application of our OEMS, we strive to eliminate or mitigate risks throughout our operations by identifying hazards, putting safeguards in place and assuring that our safeguards are in place and functioning.

[learn more about our efforts >](#)





**product
stewardship**



**workforce
health and safety**



**process
safety**



process safety

We apply our OEMS to manage process safety as we work to prevent serious incidents, such as explosions, fires and accidental releases. As part of our ongoing operational focus, we conduct systematic reviews of facilities and projects to identify and reduce risks, and we perform hazard analyses to strengthen safeguards that can prevent injury and loss of containment.

learn more about process safety >



executing with excellence

Process safety is incorporated into the design of every Chevron production facility. Through policies, training and tools, we're helping our workforce focus on protecting the safety and health of people.



chevron's commitment to process safety

Natalie Martin, a health, environment and safety specialist at Chevron, explains how process safety enhances personal safety on an offshore rig.

[transcript available >](#)



investing in people

We invest in people to strengthen organizational capability and develop a talented global workforce that gets results the right way. Our success in attracting, developing and retaining a diverse workforce comes from strategies, programs and processes based on The Chevron Way.

[learn more about diversity and inclusion >](#)



**workforce training
and development**



**workforce
engagement**



workforce training and development

Chevron's more than 45,000 employees are an integral part of the success of our business, and we are committed to contributing to their career goals and professional development.

[learn more about workforce training and development >](#)





workforce training and development



workforce engagement



workforce engagement

We communicate openly with our more than 48,000 employees, which is necessary to grow a high-performing workforce and achieve our joint objectives as a company.

[learn more about workforce engagement >](#)



mentoring the next generation of innovators

The Chevron Fellows are the best and brightest technical minds in the company. Through the Mentoring Excellence in Technology program, they help to prepare the next generation of technical specialists at Chevron. Paul Siegele, chief technology officer at Chevron, introduces the Chevron Fellows who are working to meet the world's energy demand - now and for the future.

[read the video transcript about mentoring the next generation of innovators >](#)



diversity and inclusion

Chevron is a proud proponent of diversity in the workforce, and we support an inclusive workplace that values the diversity of ideas and experiences.

[learn more about diversity and inclusion >](#)



human rights

Respect for human rights is foundational to who we are and our purpose of enabling human progress.

This approach applies to all our employees and contractors and requires ongoing, proactive two-way communication with community members in operating and project areas.

[learn more about human rights >](#)

downloads



> 2018 Corporate Responsibility Report



> The Chevron Way - English



> 2018 Annual Report

resources

- > Request a printed copy of our reports
- > Learn about our Corporate Responsibility activities and results

more information

- > Supplier diversity: We promote an inclusive business environment
- > Human Rights Policy
- > Environmental, social and governance reporting
- > Operational excellence: What we're doing