



social



empowering people

**we put people at the center
of everything we do**

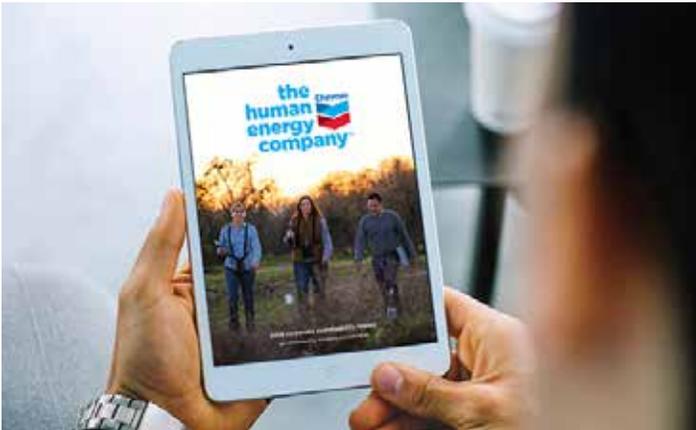
**promoting diversity and inclusion | creating prosperity |
respecting human rights | contributing to the SDGs**

chevron's response to COVID-19

Chevron has mobilized local, regional and global teams to address the pandemic's impact on the company and to proactively address potential risks.

[what we're doing >](#)

We strive to empower people around the world to improve their lives and meet their full potential. This effort includes promoting [diversity & inclusion](#), [creating prosperity](#), [respecting human rights](#) and [contributing to the SDGs](#) in the communities where we operate.



looking for the full report?

read more about our approach to sustainability and how our ESG priorities are integrated throughout our business.



customize your data

use our interactive charting tool to show the sustainability performance data most relevant to you.



want all the data in one place?

We disclose our performance data annually, on topics like our global employee diversity and energy efficiency including air, waste and water metrics.

[view the full table](#)

promoting diversity and inclusion

we believe diverse thinking and an inclusive work environment encourages human ingenuity and creative problem-solving



Lead Construction Engineer Laura Kezar, Chief Diversity Officer Lee Jourdan, Product Supply and Operations Trading Manager Shari Ruelas and Earth Scientist Kat Hoffman demonstrate the “Balance for Better” pose at the 2019 International Women’s Day celebration in Houston.



“I don’t consider Chevron’s employee networks as just another aspect of diversity and inclusion; I see it as an integral part of a culture that allows employees to bring their authentic selves to work every day.”

Erin McGregor

Human Resources Communications Lead

people are our most important resource

At Chevron, we believe the most creative solutions emerge in an environment where diverse voices are heard, ideas are considered, bold thinking is valued and people can grow into their fullest potential. This approach is a facet of The Chevron Way that reflects our commitment to engage our people in ways that help them thrive and innovate. Our commitment to active inclusivity is evident in our operations around the world. For example, a new employee network in Kazakhstan builds camaraderie between nationals and the expatriate community. An employee network in Australia promotes understanding and respect between Aboriginal and non-Aboriginal cultures. In Nigeria, we strive to build teams with workers from different tribal affiliations.

100%

Chevron received the top score by Disability Equality Index and was recognized as one of the best places in the U.S. for disability inclusion

engaging employees to improve performance

The work environment at Chevron continually evolves to maximize the employee experience and drive high performance. Our culture of well-being motivates employees to work safely and productively. Chevron has several methods to engage employees, collect input and improve our performance. For more than 30 years, we have conducted an annual company-wide employee survey to measure and improve our culture and business results. In 2019, our internal scores were among the best in the industry, and this year, the survey had the highest response rate in recent history. In addition to the survey, our Human Resource Committee reviews workforce demographics to monitor diversity progress. We also obtain employee feedback through our Ombuds program, which provides a safe, confidential and neutral place to express concerns and develop solutions, including issues related to employee engagement and The Chevron Way values and culture.



“Attracting and developing individuals with different talents, ideas and experiences is needed to solve the world’s most complex challenges. Our greatest resource is the inspiration, creativity and ingenuity of our people.”

Lee Jourdan
Chief Diversity Officer

partnering with MIT to enhance our workforce

To win in any environment, we need to prepare our leaders for a future that will rely heavily on digital tools and concepts. In 2019, we launched a partnership with the Massachusetts Institute of Technology (MIT) to sponsor employees interested in pursuing a Master of Science degree focused on digital technology, management and data analytics. Sixteen Chevron employees from Kazakhstan, Nigeria and the U.S. enrolled in fall 2019. MIT faculty works with these employees and Chevron leadership to identify ways that digital technology can help solve challenges facing the energy industry.

accountability >

Advancing diversity at all levels of the company

employee network groups and engagement >

Employees bring essential value to our business

supplier diversity >

We’re promoting an inclusive business environment, one supplier at a time

creating prosperity



The SHIKHON Project in Bangladesh, a collaboration between Chevron and Save the Children, provided more than 1,800 children in 46 villages with early education opportunities near our areas of operation in 2019.

We strive to empower people around the world to improve their lives, achieve their aspirations and meet their full potential.

At Chevron, we work to make the world a better place. Our partnerships and investments in health, education and economic development advance progress and strengthen communities.

we contribute to the UNSDGs >

the path ahead

The countries and territories in which we operate present widely varying challenges and opportunities in meeting our goal: to make human progress a reality for those without access to reliable, affordable and ever-cleaner energy everywhere we work. Partnerships are core to our business and enable us to achieve more together, which is why we work with local stakeholders, governments and NGOs who can bring their expertise to our projects, augment our reach and improve our results. Our commitments to help reduce poverty, drive economic and social opportunity and prepare the workforce of the future drives us to continually improve.

our approach

At Chevron, we define the energy challenge in human terms. Modern life depends on reliable, affordable and ever-cleaner energy, and we are doing our part to provide access to people without it today. We work together with governments, communities and business leaders to help the communities we operate in prosper. We are proud of the gains we have made in promoting health, economic development and education around the world.

health

Building a better world requires promoting the well-being of its people and enhancing their ability to lead meaningful lives. We participate in several programs that improve the health of the communities where we operate.

community health >

We are focused on contributing to employee and community health and well-being

education

Our investments in education are long-term and far-reaching, and our support for science, technology, engineering and math (STEM) education helps communities prosper and gives everyone partnership in the process. We work to create innovative education programs that position the next generation of problem solvers to tackle the most complex challenges of the future.

education >

We are focused on contributing to employee and community health and well-being

university partnerships >

Working with colleges and universities to develop talented students and teachers and help achieve a more technically proficient global workforce

STEM education partners and programs >

Working with our partners, we take a comprehensive approach to education investments by getting students excited about STEM and encouraging them to pursue STEM courses and careers

economic growth

Our global social impact initiatives aim to ignite and inspire new possibilities for women, families and communities. By investing in programs that provide support for small businesses and entrepreneurs with financial health training and soft skills training, we are supporting the current and future health and prosperity of the communities where we operate.

investing in the future

The Permian Strategic Partnership (PSP), which comprises 20 leading Permian Basin energy companies including Chevron, aims to improve the quality of life for Permian Basin families. By partnering with local leaders, PSP is making roads safer, improving schools, upgrading health care, increasing affordable housing and training the next generation of workers. In July 2019, PSP announced its first initiative, a \$16.5 million donation to support the opening of 14 new IDEA Public Schools in Midland and Odessa, Texas. PSP also committed \$500,000 in funding to help Lea and Eddy counties in New Mexico compete for state, federal and foundation grants in education, health care and workforce development. Chevron is a proud member of both of these initiatives.



promoting growth

In Kazakhstan, Chevron has a history of successful partnership that spans almost 30 years. Chevron remains one of the largest international investors in the country and has helped catalyze economic growth and social progress. Since 1993, we have invested over \$1.9 billion in Kazakh employee and social programs, including \$300 million in social infrastructure. During this same time period, Chevron has spent \$32.9 billion on local goods and services. We also provide support to help Kazakhstan companies develop sustainable business models. In addition, Chevron supports Zharkyra, a Eurasia Foundation of Central Asia (EFCA) social entrepreneurship development program. In 2019, local entrepreneurs submitted 25 project ideas to EFCA, and 10 were selected for financial assistance. The focus of eight of the projects are education, child development and health improvement.



generating opportunity

In Argentina, Chevron partners with the Other Voices Foundation to support Entrepreneurs in Action, an initiative we have been promoting since 2013. Through training and workshops, this program aims to support women entrepreneurs in Neuquén in the development and management of their cooking, sewing, reflexology, hairdressing and dry construction businesses. In addition to gaining technical knowledge, participants receive training on entrepreneurial analysis, costs, marketing, logo and brand design and personal development. In 2019, more than 160 women benefitted from this initiative.



economic development >

We work with communities and partners to make social investments in programs that promote self-sufficiency, job growth and economic development

building local capacity >

We contribute to the communities where we live and work by creating jobs, developing and sourcing from local suppliers, and employing local workforces

respecting human rights

Respecting human rights is central to who we are, what we do and how we work.



“Our success is driven by our people and their commitment to get results the right way.”

Dale Walsh

Vice President, Corporate Affairs



employees

We treat all employees with respect and dignity, and promote diversity in the workplace.

Our company policies and procedures adhere to all applicable domestic laws, and we commit to core international labor principles, including:

- Freedom of association and collective bargaining
- Eliminating of forced or compulsory labor
- Non-discrimination in the workplace



security

We protect personnel and assets, and provide a secure environment for business operations.

We conduct our operations and execute projects in accordance with the Voluntary Principles on Security and Human Rights, which guide engagement with security providers to ensure human rights are respected in the protection of company facilities and premises.



communities

We commit to regularly engage communities near our operational and project areas in meaningful conversations.

We engage stakeholders on key human rights issues in our operating areas, including:

- Indigenous peoples
- Resettlement
- Grievances
- Livelihoods
- Environmental matters
- Human rights defenders



suppliers

We expect our suppliers and contractors to respect human rights and adhere to applicable international principles.

We engage with key suppliers to reinforce awareness of our policies and potential human rights issues such as:

- Working and living conditions
- Forced labor
- Child labor
- Human trafficking
- Conflict minerals sourcing
- Protecting human rights defenders



other business partners

We encourage our customers and business partners to respect human rights and to adhere to applicable international principles.

We encourage all business partners to respect the spirit and intent of the following Chevron policies and statements:

- Human rights policy
- Indigenous peoples guidance
- Statement on human rights defenders
- Guidance related to land tenure and water rights defenders

[learn more about our management of human rights >](#)

contributing to the SDGs

we work to advance the UN's sustainable development goals as part of our commitment to enable human progress around the world



The Jibika project, launched in 2015 as part of our Bangladesh Partnership Initiative, has provided leadership training and economic opportunities for nearly 800 women.



“It is amazing to see what a difference our investments make in the community. It’s important work; we make valuable contributions to building strong, sustainable communities.”

Dee Bourbon

Corporate Affairs Advisor, Eurasia Pacific

We are proud to contribute to the UN Sustainable Development Goals (SDGs), which we view as a system of targets and objectives that build on each other to achieve a more sustainable future and make progress toward the global 2030 agenda. We believe the next decade will be full of partnership, action and growth, and we are well-positioned to be part of the solution: Chevron is a company full of doers with a long history of solving complex challenges, and we will continue to innovate for the future.

2030

meeting the 2030 global agenda will require partnership, innovation and action; we are well-positioned to be part of the solution

key ESG actions

Each year we highlight key actions that reflect our company's values and demonstrate our commitment to long-term sustainability.



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environment >

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social >

- building local capacity
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governance >

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resources



[2019 Corporate Sustainability Report](#)



[The Chevron Way - English](#)



[2019 Annual Report](#)



[Supplier diversity: We promote an inclusive business environment](#)



[Human rights: respecting employees, contractors and community members](#)



[Human Rights Policy](#)



[Operational excellence: What we're doing](#)



[Climate change resilience: a framework for decision making](#)



[Learn more about our approach to protecting the environment](#)

