

## California Transparency in Supply Chains Act Disclosure

Although governments have the primary duty to protect human rights, Chevron<sup>1</sup> recognizes that companies have a responsibility to respect human rights and can also play a positive role in the communities where they operate. Chevron's [Human Rights Policy](#) commits to respect human rights as set out in the *United Nations Universal Declaration of Human Rights International Labor 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*.

In addition, Chevron's commitment to respecting human rights wherever Chevron operates is embodied in [The Chevron Way](#), Chevron's [Operational Excellence Management System \(OEMS\)](#), Chevron's [Business Conduct and Ethics Code](#), and Chevron's [Business Conduct and Ethics Expectations for Suppliers and Contractors](#). The Business Conduct and Ethics Code includes the Human Rights Policy and outlines commitments to uphold ethical business practices, including respect for labor rights. The Business Conduct and Ethics Code applies to all employees, directors, officers, contractors, and suppliers. Similarly, the Business Conduct and Ethics Expectations for Suppliers and Contractors publicly sets forth Chevron's expectation that its suppliers adhere to the ILO's Declaration on Fundamental Principles and Rights at Work, including by preventing forced labor, child labor, and discrimination in the workplace and by protecting employee freedom of association and collective bargaining. We expect our employees, suppliers, and contractors to always adhere to the letter, spirit, and intent of these expectations and values.

*Verification:* Chevron engages in various activities to identify, assess, and manage supplier risk. Chevron's business units conduct health, safety, and environment (HSE) risk assessments prior to awarding supply contracts. Chevron does not outsource this process. This risk assessment process may include forced labor risks on a case-by-case basis at the discretion of the relevant business units. Chevron also communicates annually with the executive leadership of its largest suppliers. In this annual communication, Chevron reiterates the importance of respecting human rights, specifically noting that Chevron expects its suppliers to adhere to the ILO's Declaration on Fundamental Principles and Rights at Work, including the elimination of forced and compulsory labor and the abolition of child labor. Failure to adhere to these expectations may lead Chevron to cease a business relationship with such suppliers.

*Auditing:* Through Chevron's Contractor Operational Excellence Management (COEM) process, business unit HSE audit teams work with suppliers identified as having high OE business risk—which includes potential social and community risk and may include forced labor risk—to increase accountability and continually improve their performance. These audits generally are announced and conducted by Chevron personnel. Under the COEM process, Chevron business units are empowered to solicit information from potential suppliers at the pre-award stage related to forced labor risks and to follow-up on those risks as warranted post-award. Staff augmentation and contingent labor contract workers

---

<sup>1</sup> The term "Chevron" and such terms as "the company," "their," "our," "its," and "we" may refer to Chevron Corporation or one or more of Chevron Corporation's consolidated subsidiaries or affiliates or to all of them taken as a whole. Similarly, the terms "business unit" and "business units" may refer to one or more of Chevron's consolidated subsidiaries or affiliates. All these terms are used for convenience only and are not intended as a precise description of any of the separate entities, each of which manages its own affairs.

working directly under Chevron guidance are outside the scope of the COEM Process but are covered by Chevron's human rights policy.

*Certification:* Chevron's current standard contract provisions require contractors, suppliers, and service providers to comply with all applicable laws, which includes laws regarding slavery and human trafficking of the country or countries in which they are doing business. Chevron's business units may require compliance certifications from suppliers. Regardless of whether a certification is required, a supplier's failure to comply with applicable law would constitute a breach of contract.

*Accountability:* Chevron maintains robust internal accountability standards and procedures for employees or contractors failing to meet company standards, including Chevron's Human Rights Policy. Non-compliance with our policies can result in discipline, up to and including termination.

One important accountability mechanism is Chevron's [Corporate Compliance Hotline](#). Employees, suppliers, and contractors may communicate workplace concerns to Chevron's Corporate Compliance Hotline 24 hours per day, seven days per week. The Hotline provides a direct, effective and risk-free way to report suspected violations of the [Chevron Business Conduct and Ethics Code](#), company policies (including the [Human Rights Policy](#) and its prohibition against forced labor), and applicable laws or regulations. The Hotline is also available for use by external stakeholders and is accessible in multiple languages.

*Training:* Training on Chevron's Human Rights Policy is provided to the individuals and functions we assess to be most likely to encounter issues related to human rights in higher-risk locations. Chevron's suite of human rights training, which addresses slavery and human trafficking issues, includes awareness-raising for employees and contractors, computer-based training for employees targeting key functions and regions, and *ad hoc*, location-specific training.