



respecting human rights: a conversation

we believe respecting human rights is central to
who we are, what we do and how we work

learn more > chevron.com/humanrights

question and answer

with dale walsh
and jyotsna mahendra

Right: Dale Walsh, Vice President of Corporate Affairs, and Jyotsna Mahendra, Senior Advisor of ESG and Sustainability, discuss key human rights issues impacting our business.



Mahendra: Why does Chevron have a human rights policy?

Walsh: Our success is driven by our people and their commitment to get results the right way. Chevron's Human Rights Policy details the expectations we have of our employees, suppliers and business partners to deliver on this commitment. This means conducting our business in a socially and environmentally responsible manner and respecting the law and universal human rights to benefit the communities where we work.



Mahendra: Chevron recently updated our Human Rights Policy. Why?

Walsh: Chevron first implemented our Human Rights Policy in 2009, with only minor updates in the years since. However, in 2019 we undertook a complete review of the policy and associated guidelines, processes and procedures to ensure that they reflect more clearly the company's commitment to respecting human rights.





Mahendra: Can you describe the changes that were made?

Walsh: There were three main changes. First, we clearly state our continuing commitment to international human rights norms:

“We commit to respect human rights as set out in the *United Nations Universal Declaration of Human Rights* and *International Labour Organization 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*.”

Second, we clarified that we *expect* our suppliers and contractors to respect human rights and adhere to applicable international principles. We also encourage our business partners—those businesses with which Chevron is associated in a joint venture, partnership or other form of business collaboration—to do the same. This means going beyond Chevron’s direct operational control, seeking to use our influence to promote respect for human rights by our suppliers and contractors.

Third, Chevron has developed a Human Rights Defenders Statement that explicitly states that we will not tolerate physical threats, intimidation or violence against human rights defenders who are lawfully exercising legitimate rights. We also expect and encourage our suppliers, contractors and business partners to comply with this statement.



Walsh: Can you speak about the integration of human rights across our work at Chevron?

Mahendra: Respect for human rights is embedded in Chevron’s existing processes, most notably the Operational Excellence Management System (OEMS). Both the stakeholders and security focus areas within OEMS are key to how we integrate human rights into our work.

For example, Chevron has a Security Risk Assessment Program (SRAP) through which security risks are identified and assessed, from corporate level down to individual facilities and from conceptual projects to mature operations. One of the focus areas involves identifying human rights concerns. The process is designed to help ensure any safeguards put into place adhere to the main international framework on security and human rights, the *Voluntary Principles on Security and Human Rights*.

This is one of the many ways we systematically identify relevant human rights-related risks in various parts of our operations and establish safeguards that help us comply with our Human Rights Policy.



What are some other examples of how Chevron works to protect human rights?

Walsh: One example is how a group of employees in Houston took action to fight human trafficking. Working with our ESG and Sustainability team, the employees were able to connect their local volunteering with broader corporate efforts on modern slavery and human trafficking, a key issue in the business and human rights space. Chevron is now collaborating with peers in the oil and gas industry to raise awareness of human trafficking. We’re also sponsoring Truckers Against Trafficking, a nonprofit organization dedicated to fighting modern slavery by working with transport and logistics providers.

Additionally, there are initiatives across the enterprise that help create a safe and equal environment free of discrimination for employees. This promotes the realization of human rights every day.



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

— Dale Walsh
Vice President, Corporate Affairs

chevron human rights policy 520



employees

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



security

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



communities

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



suppliers

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



other business partners

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

focus areas

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
- Elimination of forced or compulsory labor
- Nondiscrimination in the workplace

focus areas

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.

focus areas

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

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

focus areas

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

focus areas

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

chevron australia's reconciliation action plan

Chevron values ongoing consultation with communities and rights holders. In Australia, we launched our inaugural Innovate Reconciliation Action Plan (RAP) to drive our contribution to reconciliation, both within the organization and the community. It lays out our vision, aspirations and hopes for our relationships with Aboriginal people based on a culture of diversity, inclusion, trust and respect.

Our RAP sets the tone for the engagements and relationships we want to have with Aboriginal people. Most importantly, our RAP was developed together with Aboriginal people from across our business and communities where we operate.

Our vision for reconciliation is a nation where Aboriginal people fully participate and benefit from the social and economic opportunities available in Australia. Chevron is honored to contribute to Australia's journey of reconciliation. Learn more about Chevron Australia's RAP at australia.chevron.com/community/reconciliation-action-plan.



Above: Aboriginal stakeholders performed a traditional welcoming ceremony to recognize construction commencement at Chevron's new office facility in Perth, Australia.



additional resources

chevron.com/aboutourhumanrightspolicy