



respecting human rights

enabling human progress begins with
respecting human rights

human energy®



learn more at chevron.com/humanrights

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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.

Chevron's Human Rights Policy complies with international standards, including the United Nations Guiding Principles on Business and Human Rights, the United Nations Universal Declaration of Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work, that are applicable to business. We expect our business partners to demonstrate their respect for human rights by complying with these standards.

Chevron supports the United Nations Declaration on the Rights of Indigenous Peoples and is committed to working with indigenous communities in a way that respects their history, culture and customs, within applicable legal and constitutional frameworks.

protecting the rights of indigenous peoples

Canada

Building mutually meaningful and beneficial relationships with the more than 40 indigenous groups with whom the Chevron Canada business unit (CBU) partners is consistent with our Chevron Way values. To enable a strategic, comprehensive and transparent approach to these critical relationships, the CBU developed its Indigenous Relations Policy (IRP). Employees and contractors are expected to support and implement the IRP,

Previous page: Access to education is a fundamental human right and enables human progress. Since 2006, Chevron has provided merit-based scholarships for financially disadvantaged high school students in its gas-field communities in Bangladesh. In 2018, 63 percent of those scholarship recipients were girls.

which is aligned with Canada's constitution and existing legislation, Chevron policies, and industry best practices.

A multifunctional working group manages the IRP, with oversight provided by a steering committee composed of senior management. Success is measured against multiyear performance goals in indigenous employment and training, supplies and services procurement, social investment, environmental stewardship, and engagement.

In acknowledgment that reconciliation can only begin with a recognition of the past, indigenous awareness training for all CBU staff is one of our performance goals.

hearing and addressing community concerns across our company

Chevron operates in many countries with one approach: we put people at the center of all we do and make human rights a priority. That approach is consistent from Kazakhstan to Bangladesh to the United States.

United States

In 2016, Chevron's Pascagoula Refinery implemented a community complaint process, which provides an avenue for individuals in the surrounding areas to call the refinery if they have an environmental complaint. Scenario-based training, involving refinery leadership and local agencies, is held to test and evaluate processes and procedures. To read a feature on the initiative, visit [chevron.com/pascagoula](https://www.chevron.com/pascagoula).

Bangladesh

The Bangladesh Profit Center (BPC) operates a community grievance mechanism that enables neighboring communities to report their complaints and concerns, which in turn enables the BPC to address community grievances in a timely, transparent manner, with resolution occurring because of collective efforts.

Kazakhstan

Tengizchevroil (TCO), a Chevron-operated entity in Kazakhstan, was one of the first Chevron business units to develop a grievance mechanism. TCO receives community input on its existing operations and major capital projects, including the next phase of TCO expansion, the Future Growth Project. After consulting with communities about the most effective manner for receiving their grievances, TCO implemented email, mail and comment box mechanisms, as well as Kazakhstan's first toll-free telephone line.

For a summary of Chevron's Grievance Mechanism Guidance, visit [chevron.com/grievancemechanism](https://www.chevron.com/grievancemechanism).

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employees

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



security

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



communities

We engage the community in two-way, ongoing consultation to build trust.



suppliers

We expect our suppliers to adhere to all applicable domestic laws as well as the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

our focus areas

Our company policies and procedures adhere to all applicable domestic laws and are consistent with core international labor principles, including:

- Freedom of association and collective bargaining
- Nondiscrimination at the workplace
- Decent working and living conditions

We conduct our operations and execute our projects in accordance with the Voluntary Principles on Security and Human Rights.

We build upon our understanding of human rights issues in our operating and project areas as it relates to:

- Indigenous peoples
- Resettlement
- Grievances
- Livelihoods
- Environmental matters

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

- Working and living conditions
- Forced labor
- Child labor
- Trafficking
- Conflict minerals

ensuring secure operating environments

Chevron's Human Rights Policy ensures that we are especially cognizant of potential human rights issues in sensitive operating environments. We comply with the Voluntary Principles on Security and Human Rights (the Voluntary Principles), designed to guide companies in maintaining the safety and security of their operations within a framework that encourages respect for human rights.

Myanmar

In Yangon and Naypyidaw, Myanmar, Chevron participated in workshops on the Voluntary Principles. The workshops were coordinated by the Myanmar Centre for Responsible Business. Representatives from government agencies, NGOs and private security companies attended.

Chevron's standard security services contracts incorporate the company's expectations regarding training on the Voluntary Principles, background screening of contract personnel,

and investigation of allegations of security and human rights incidents. The company's contracts also reserve the right for Chevron to audit contracting companies to determine whether they adhere to these and other requirements.



additional resources

[chevron.com/CAsupplychainsact](https://www.chevron.com/CAsupplychainsact)