



## United Kingdom Modern Slavery Act Statement for 2020

*The United Kingdom Modern Slavery Act of 2015 requires certain businesses to disclose their efforts to address the issue of forced labor and human trafficking in their business operations and supply chains. The law was designed to increase consumers' knowledge about products they buy and the companies they choose to support.*

### **Chevron's Modern Slavery, Human Trafficking and Broader Human Rights Commitments**

This Modern Slavery Statement is made by Chevron Energy Limited and its affiliates Chevron Products UK Limited, Chevron Tankers Limited, Chevron International Tankship Limited, and Chevron Britain Limited (together, the **Reporting Entities, We, or Our**) for the reporting period 1 January 2020 to 31 December 2020. The Reporting Entities are indirect subsidiaries of Chevron Corporation, which for convenience is—together with its indirect and direct subsidiaries—referred to as Chevron in this report. The Reporting Entities are separate entities, and each manages its own affairs. The Reporting Entities follow the principles and policies to protect against modern slavery, human trafficking and respect for human rights that have been adopted by Chevron.

### **Chevron's Modern Slavery, Human Trafficking and Broader Human Rights Commitments**

Chevron commits to respecting human rights as set out in the United Nations Universal Declaration of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work and adheres to the UN Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights and the International Finance Corporation's Performance Standards. Commitment to respecting human rights wherever Chevron operates is embodied in [The Chevron Way](#), and [Chevron's Operational Excellence Management System](#), [Business Conduct and Ethics Code](#), [Human Rights Policy](#), and the Business Conduct and Ethics [Expectations for Suppliers and Contractors](#).

Guided by The Chevron Way, we conduct our business in a socially and environmentally responsible manner, respecting the law and universal human rights to benefit the communities where we work. We place a high priority on the health and safety of our workforce and protection of our assets, communities and the environment.

The Chevron Way is also foundational to Chevron's Business Conduct and Ethics Code, which refers to the Human Rights Policy and outlines commitments to uphold ethical business practices, including in particular respect for labor rights. The Code applies to our employees, directors, officers, contractors and suppliers.

Chevron's Human Rights Policy establishes expectations for managing human rights, including forced labor issues. The policy includes compliance requirements, guidance on training, processes and procedures, and tools. The policy applies to the Reporting Entities' employees, projects and operations.

### **Supplier Engagement**

The Reporting Entities require our suppliers and contractors to adhere to all domestic laws and expect them to adhere to the ILO's core labor principles. These principles include the freedom of association, the right to collective bargaining, the elimination of forced and compulsory labor, the abolition of child labor, and the elimination of discrimination in the workplace.

These expectations are communicated through a variety of channels, including relevant contracts and Chevron's Business Conduct and Ethics Expectations for Suppliers and Contractors. We expect our suppliers and contractors to treat their employees and to interact with communities in ways that respect human rights and adhere to the spirit and intent of our Human Rights Policy.

Annually, we also communicate with the executive leadership of our key suppliers, reiterating the importance of respecting human rights.

### **Managing Supply Chain Risk**

Through the Contractor Health, Environment and Safety Management process, the Reporting Entities work with suppliers to increase accountability and continually improve their performance. Major suppliers are selected for periodic audits based on a risk ranking determined by the nature of the work to be performed and responses to a questionnaire on supplier policies, processes and performance. The audits cover health, environmental and safety standards and compliance. Particular labor issues or concerns may be emphasized as part of this process, depending on the business location.

The Reporting Entities follow Chevron's Operational Excellence Management System, which includes an Environmental, Social and Health Impact Assessment (ESHIA) process applicable to capital projects within Chevron's operational control. The ESHIA process provides a systematic and risk-based approach to identifying, assessing and managing potentially significant impacts. The assessments can include potential impacts of our and our suppliers' activities on surrounding communities, natural resources, air quality, land and water, and community health and livelihoods. It incorporates human rights due diligence to help the Reporting Entities consider how to safeguard the rights and interests of potentially affected communities. Obtaining input from communities and partners is central to the ESHIA process and occurs throughout a project's life cycle. Where further assessment is needed, stand-alone Human Rights Impact Assessments (HRIAs) may be conducted.

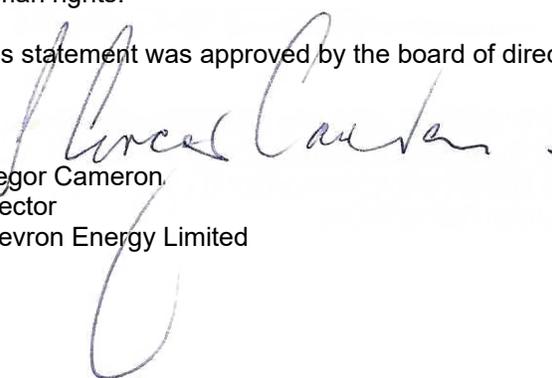
Employees, suppliers and contractors may communicate workplace concerns to Chevron's Corporate Compliance Hotline (available 24 hours a day, seven days a week). The Chevron Hotline provides a direct, effective and risk-free way to report suspected violations of the Chevron Business Conduct and Ethics Code, company policies, and applicable laws or regulations. Modern slavery concerns are reportable through the Hotline. The Hotline is also available for use by external stakeholders and is accessible in multiple languages.

Training is critical to operationalizing the Reporting Entities' respect for human rights. We undertake efforts to build awareness of the Human Rights Policy and expectations amongst directors, officers and employees, and the suppliers and contractors with which the Reporting Entities partner.

Training is provided to the individuals and groups most likely to encounter issues related to human rights in the areas where we do business. The suite of human rights training, which addresses slavery and human trafficking issues, includes awareness-raising for employees and contractors, computer-based training that targets key groups and regions, and location-specific training.

Chevron continues to explore opportunities to enhance human rights due diligence and issue management processes as they apply to suppliers and contractors. As human rights risks for the business community are identified and expectations evolve, Chevron will adapt its capabilities and systems to address new challenges and opportunities in order to maintain its commitment to respecting human rights.

This statement was approved by the board of directors at a meeting held on 11 March 2021.



Gregor Cameron  
Director  
Chevron Energy Limited