



## United Kingdom Modern Slavery Act Statement for 2021

*The United Kingdom Modern Slavery Act of 2015 requires certain businesses to disclose their efforts to address the issue of forced labour 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 Eurasia Pacific Exploration and Production Limited and Chevron Britain Limited (together, the **Reporting Entities, We, or Our**) for the reporting period 1 January 2021 to 31 December 2021. 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 are required to 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 recognises 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*, the *International Labour Organisation (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 labour rights. The Business Conduct and Ethics Code applies to all employees, directors, officers, contractors, and suppliers.

Chevron's Human Rights Policy establishes expectations for managing human rights, including forced labour 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 Business Conduct and Ethics Expectations for Suppliers and Contractors publicly sets forth our expectation that its suppliers adhere to the ILO's Declaration on Fundamental Principles and Rights at Work. These principles include the freedom of association, the right to collective

bargaining, the elimination of forced and compulsory labour, the abolition of child labour, and the elimination of discrimination in the workplace.

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

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

### **Managing Supply Chain Risk**

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 labour risks on a case-by-case basis at the discretion of the relevant business units.

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

The Reporting Entities follow our Operational Excellence Management System, which includes management of environmental and stakeholder risks, through both the Environmental Risk Management Program and the Stakeholder Engagement and Issues Management process. The types of risks captured through this process vary considerably and can include social and human rights impacts. In addition, business units are required to maintain a grievance mechanism as appropriate.

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 labour), 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 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.

As human rights risks for the business community are identified and expectations evolve, Chevron will continue to explore opportunities to enhance human rights due diligence and risk management processes as they apply to suppliers and contractors.

This statement was approved by the Chevron Energy Limited board of directors at a meeting held on 20 June 2022.

A handwritten signature in black ink that reads "Nahid Ali". The signature is written in a cursive, slightly slanted style.

Chevron Energy Limited  
Nahid Ali  
Director