2018 corporate responsibility report
enabling prosperity
chevron in Nigeria
At the heart of The Chevron Way is our vision ... to be the global energy company most admired for its people, partnership and performance.

We make this vision a reality by consistently putting our values into practice. The Chevron Way values distinguish us and guide our actions so that we get results the right way.

Our values are diversity and inclusion, high performance, integrity and trust, partnership and protecting people and the environment.
the chevron way explains who we are, what we do, what we believe and what we plan to accomplish
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In over five decades of operating in Nigeria, Chevron has continued to distinguish itself as a responsible company by conducting business in a socially and environmentally responsible manner, respecting the laws, and contributing to the socio-economic development of the communities where we work. We are guided by our values anchored on our vision to be the global energy company most admired for its people, partnership and performance. We remain focused on delivering our vision in an ethical and sustainable way.

Our corporate responsibility focus areas are aligned with our business strategy of delivering industry-leading returns while developing high-value resource opportunities. We make a difference in the energy sector by building strong partnerships with the government, our suppliers and the community. We are committed to continually improving the quality of life of the people of Nigeria through our stakeholder engagement, social risk and issue management, and social investments.

Chevron remains focused on operational excellence, which drives our delivery of industry leading performance through safe, reliable, efficient and environmentally sound practices. We continue to be recognized for our efforts as a responsible, equal opportunity employer, as reflected in our commitment to our people, who are our most valued assets and ambassadors. Our workforce is dedicated to our purpose of developing the energy that improves lives and powers the world forward.

Our 2018 Corporate Responsibility Report highlights activities and accomplishments throughout the year with the support of our joint venture partner, the Nigerian National Petroleum Corporation (NNPC), other partners, suppliers, employees, contractors, and other stakeholders. The report describes how Chevron is delivering positive social and economic change in Nigeria through effective partnerships, through our achievements in the key focus areas of Stakeholder Engagement and Social Investments; health, safety and the environment; human resource development; and through our development of local content, that is, our spending on Nigerian goods and services.

At Chevron, we strive to build lasting relationships to create prosperity now and for generations to come. This report reflects that commitment.

Chairman and Managing Director
Chevron Nigeria/Mid-Africa Business Unit
Chevron Nigeria Limited (CNL) is the third-largest oil producer in Nigeria and one of the largest investors in the country, with billions in annual capital investments.

Chevron companies in Nigeria have varying interests in nine Deep Water blocks offshore, with the company operating three of these blocks. Chevron’s interests in Nigeria include the Agbami field, which is one of Nigeria’s largest discoveries. The Agbami field lies 70 miles (113 km) off the coast of the central Niger Delta region, spanning 45,000 acres (182 sq km). CNL also has a 30 percent nonoperative working interest in the Usan field, located in 2,461 feet (750 m) of water, 62 miles (100 km) off the coast of the eastern Niger Delta region.

In addition, CNL company also operates and holds a 40 percent interest in eight concessions in the onshore and near-offshore regions of the Niger Delta, which it operates under a joint-venture arrangement with the NNPC. The NNPC holds a 60 percent interest.

CNL is continuing its efforts to monetize recoverable natural gas resources of approximately 17 trillion cubic feet in the Escravos area through a combination of domestic and export sales and through its use as fuel in production operations. The company operates the Escravos Gas Plant, which is the processing facility for the Sonam Development field. The 40 percent-owned and operated Sonam natural gas field is expected to deliver a total of 215 million cubic feet of the natural gas per day to the domestic gas market and produce a total of 30,000 barrels of liquids per day.

CNL takes its role as a member of the Niger Delta community seriously and is active in carrying out many social investment projects - promoting health, education and economic development.

In 2005, CNL pioneered a new approach to community engagement in the Niger Delta to improve community participation in promoting the social and economic development of our neighboring communities. This model, called the Global Memorandum of Understanding (GMoU), gives communities a greater role in managing their own development through Regional Development Committees (RDCs). The objective is to bring peace, sustainable development and stability to areas where CNL operates.

In 2015, the company launched GMoU+ to build on the communities’ focus of growing small businesses, increasing household income, creating employment, and aligning with the United Nations’ Sustainable Development Goals.

**the chevron way**

**vision**
At the heart of The Chevron Way is our vision: to be the global energy company most admired for its people, partnership and performance.

**enabling human progress**
We develop the energy that improves lives and powers the world forward.

**values**
Our company’s foundation is built on our values, which distinguish us and guide our actions to deliver results the right 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.

Chevron’s core values are:
- diversity and inclusion;
- high performance;
- integrity and trust;
- partnership; and
- protecting people and the environment.
social investments

Chevron Nigeria contributes to the economic and social well-being of people in communities where we operate because we have learned through decades of experience that our business is deeply linked to society’s progress. We work with communities and our partners to focus our support on strategic social investments in health, education and economic development. Through its partnerships with stakeholders, the company helps bring sustainable development to the communities through local capacity building and infrastructure development.
social investments

health interventions

Chevron Nigeria Limited supports partnership and programmes that promote healthy communities, and we are committed to improving access to quality health care for people in the communities where we operate, and strengthening and helping to fight infectious diseases. We use our organizational capabilities, technology, employees and financial resources to support quality health care delivery in our areas of operation and throughout Nigeria.

CNL’s health strategy is to assist in close collaboration with partners in supporting government’s efforts in improving the health systems. Our initiatives fit into CNL’s overall strategy of improving the health of members of the communities where we operate.

Major health programmes and activities that CNL supports include:

**HIV/AIDS campaign**

Through workplace initiatives and strategic partnerships around the world, we try to overcome barriers and build bridges that carry everyone past the pain and hardship of HIV/AIDS to a healthier, empowered future.

CNL participated in the 2018 International AIDS Conference in Amsterdam, the Netherlands. The company’s delegation was led by Dr. Huma Abbasi, general manager of Global Health and Medical who oversees Chevron Corporation’s global workforce policy for HIV/AIDS, and included Dr. Chinwe Okala, Public Health Physician with CNL.

The conference’s theme, *Breaking Barriers, Building Bridges* was centered on biomedical advances like pre-exposure prophylaxis (PrEP) treatment. CNL also worked with it partners to execute HIV/AIDS Awareness campaigns both in communities close to our areas of operation and other communities and towns across the country.

**Prevention of mother to child transmission of HIV/AIDS**

CNL has spent $6.7 million on the Prevention of Mother to Child Transmission Project called (PMTCT) to reduce the transmission of HIV from mother to child in the Niger Delta. This project has reached more than 56,000 pregnant women since 2012. The campaign, which ended in 2018, was aimed at educating people on the dangers, causes and possible treatment of HIV/AIDS focusing on training infected nursing mothers how to prevent their infants from being infected with the virus. The project was implemented in two phases: Prevention of Mother to child Transmission (PROMOT) I was a four-year project from September 2012 and March 2016; PROMOT II was a two-year extension from April 2016 through April 2018. CNL committed $5.3 million and $1.4 million to the two phases, respectively.

PROMOT focused on promoting health care - seeking behaviour among women of reproductive age (15 - 49), including those living with HIV, encouraging them to utilize antenatal care and PMTCT services in three local government areas in Bayelsa State: Ekeremor, Kolokuma/Opokuma and Southern Ijaw. The project also strengthened community structures to advocate for accessible, quality Antenatal Care (ANC) and broader health services in Bayelsa State.

In 2018, 2,713 pregnant women were tested for HIV, and 29 of them, who tested positive, were connected to care and treatment services. The campaign reached 13,827 women with ANC and PMTCT messages.

**Deworming awareness campaign**

In 2018, the NNPC/CNL joint venture in collaboration with the Delta State Ministries of Health and Education, dewormed 45,000 pupils between the ages of 6 and 12 in Warri South and Warri North Local Government Areas of the state. It was done in conjunction with pharmaceutical company Glaxo SmithKline (GSK).
The River Boat Clinic (RBC) programme has continued to deliver health care to the doorsteps of communities along the Escravos River in Delta State since it was launched in January 2001. The programme has consistently provided medical services to 33 communities, including Arunton, Madangho, Abiteye, Makaraba, Kokodiagbene, Benikrukru and Okoyituro. More than 35,000 community people benefit from the RBC health care services every year. The programme works in partnership with the Delta State government’s Ministry of Health and Hospital Management Board to provide medical personnel working on the boat, and the NNPC/CNL JV provides the boat, medical equipment, drugs and other supplies. In 2018, the RBC provided medical services to approximately 53,000 people in 14 communities. It also provided health education to more than 10,000 people.

**TB care and other health interventions**

In 2018, Star Deep Water Petroleum, a chevron company together with the other parties to the Agbami field, were recognized as corporate organizations with sustained tuberculosis (TB) awareness campaigns in three states: Delta, Benue and Sokoto. Through these campaigns, nearly 26,000 people were educated on the challenges of TB.

Emmanuel General Hospital in Eket, Akwa Ibom State, recorded a 26 percent increase in the TB detection rate because of the installation of the Gen Xpert machine provided by Star Deep Water Petroleum Limited. The Agbami Parties have also donated 28 fully furnished and equipped chest clinics in multiple Nigerians states. The chest clinics contributed to about 3 percent of the national presumptive TB cases registered and 3 percent to the National aggregate of TB cases registered.

At the 2018 Public/Private Mixed Summit on Tuberculosis organized in partnership with the World Bank and the Nigerian Federal Ministry of Health, Star Deep Water Petroleum, together with the other parties to the Agbami field were recognized as corporate organization with sustained infrastructure and non-infrastructure programmes aimed at eradicating TB in the country.

In 2018, eight infrastructural projects were donated to Internally Displaced Persons (IDP) Centres. These are: Two hybrid libraries, two science laboratories, two Mother and Child

Dr. Chinwe Okala, public health physician at the 2018 International AIDS conference in Amsterdam, Netherlands
Referral Care Centers and two model classroom blocks.

Star Deep Water Petroleum and its Agbami parties partnered with the Federal Government to execute the following on-going projects for the IDPs: Two Mother and Child Referral Centers projects in Borno State at General Hospital, Bolori 2, Maiduguri and the General Hospital Gajiram, Dikwa. The projects have assisted the infrastructural stock needed to provide critical services in health care delivery to people affected by the insurgency in the North Eastern part of Nigeria.

There are also two on-going Mother and Child Referral Centers being built at Melford Okilo Memorial Hospital, Yenagoa, Bayelsa State and Amaku General Hospital complex, Awka, Anambra State.

“"I am impressed with the outcome of the PROMOT project, which reached over 8,000 women in the HIV and PMTCT campaign. I want to thank CNL for sponsoring and funding the two phases of the PROMOT project. The gains are obvious, and Bayelsa State has become a healthier state”, Governor Seriake Dickson of Bayelsa State.

“PROMOT II has created awareness on the HIV and its related issues. Bayelsa State Government is committed to ensuring that the project is sustained in the state and we will encourage the people to key into a health insurance scheme newly introduced by the government”.

Bayelsa State Commissioner for Health, Professor Nicholas Etebu

“I want to commend the Agbami parties for their significant interventions in supporting Tuberculosis care in Nigeria”.

Wife of the president, Her Excellency Aisha Muhammadu Buhari, who is also the TB Ambassador for Nigeria
social investments

education

CNL believes that if people and communities are to thrive, education and job training are of critical importance. The thrust of our educational support strategy is improved access to education for all Nigerians.

We believe our support for education helps communities prosper and ensure partnership in the process. We bring together people, resources and expertise to develop innovative programmes that invest in tomorrow’s workforce by educating students, training teachers, providing classroom resources and preparing workers to excel in their jobs through training. CNL believes that if people and communities are to thrive, education and job training are of critical importance. The company is focused on improving the teaching and learning of science, technology, engineering and maths (STEM) and providing career and technical training that can lead directly to innovation, and critical and creative thinking, and that can help provide career and technical training, which can lead to well-paying jobs.

The thrust of our educational support strategy is to improve access to education for all Nigerians. Over the years CNL has continued to support the educational sector in Nigeria through such interventions as yearly provision of community and national scholarship awards to Nigerian students in secondary and tertiary institutions; infrastructure support including classrooms, libraries, laboratories, sports facilities, sponsorship of competitions, symposia, and programmes that motivate and boost the confidence of students.

Working with our various partners, we take a comprehensive approach to investments in education by getting students excited about STEM and

- Winners of the 2018 NNPC/CNL-sponsored Awokoya Chemistry competition
encouraging them to pursue STEM courses and, ultimately, STEM based careers. We support educational standards and proven curricula that promote project- and problem-based learning. We also support teacher training, provide classroom resources, fund outside-of-school activities, and form partnerships with universities designed to strengthen faculty, curricula and student development. In addition to helping the communities where we operate, these investments help us, as tomorrow’s Chevron employees are today’s students.

community scholarship award

This award is exclusively for communities located in the company’s areas of operation. Scholarships are awarded to students in both secondary and tertiary institutions - 60 percent for students in secondary schools and 40 percent for those in higher institutions of learning. Between 2008 and 2018, the company invested over N2.0 billion on this programme, which has benefited 10,152 people in the last 10 years. In 2018, 399 post-primary school and undergraduate scholarships were added to the pool of community scholarship programmes.

national university scholarship

This is a merit-based programme for full-time, second-year undergraduates in Nigerian universities (federal, state and private) in all states of the Federation including the Federal Capital territory (FCT).

In 2018, the NNPC/CNL joint venture invested a total of N157 million in its various scholarship schemes that benefited 2,047 students.

scholarships for the blind and physically challenged

These scholarships are for the visually impaired and physically challenged who are indigenous to states where CNL operates. In 2018, 22 new beneficiaries were added to the existing 26, and the company invested N7.2 million in the scholarships.

agbami medical and engineering professional scholarship

In 2009, Star Deep Water Petroleum Limited (a Chevron company) and its Agbami parties, introduced Agbami Medical and Engineering Professionals Scholarship (AMEPS), for undergraduates from the Niger Delta region and in 2013 extended it to all 36 states of the Federation and the Federal Capital Territory. AMEPS is aimed at capacity building for students in Medical and Engineering courses, as a strategic feed into the national talent pool. In 2018, 282 scholarships were awarded. To date, over NGN8.4 billion ($48.3 million) has been invested, benefitting over 16,300 students. An impressive total of 715 students graduated with first class degrees.
libraries and laboratory complexes

In 2018, CNL companies including Star Deep Water Petroleum Limited, built and equipped two hybrid libraries in the FCT, Abuja and Ekiti State, and one science laboratory complex in Akwa Ibom State. Since 2008, 25 hybrid/conventional libraries and 39 science laboratory complexes have been built in existing secondary schools across the country.

CNL also provided textbooks, computers and laboratory equipment to five secondary schools in Bayelsa State which impacted more than 400 students in 2018. Teacher training sessions were also carried out during the year.

CNL employee volunteer programme

The CNL Employee Volunteer Programme (EVP) is an initiative that encourages employees to give back to society in line with the company’s values. In 2018, the EVP spent N10.4 million on significant contributions to various institutions and communities including: renovation of a block of three classrooms at Christ Apostolic Grammar School, Ibadan Oyo State; provision of three Water Bore-Hole at Amata village, Mgbom and Achara Community, Okposi and Mebi-Owa village all in Ebonyi State; donation of computer accessories and provision to Nigerian Red Cross, and Motherless Baby Home, Lagos State; donation of food items, educational materials and medical equipment to two orphanages; donation of books to Government Girls Senior Secondary School, Ungwan Sarki, Kaduna, Government Girls Secondary School, Barnawa, Kaduna and Government Boys Secondary School, Ungwan Sarki, Kaduna, and Government Girls College, Maiduguri, Government College, Maiduguri, both in Borno State. Also, a block of hostel at Unity School Agbarho, Delta State was renovated.

support for STEM education

As part of efforts to encourage qualitative and balanced education in the country, Star Deep Water Petroleum and others including FAMFA Oil Limited, Equinor Nigeria Limited and Petrobras - in partnership with the Lagos Business School (LBS) hosted the third edition of the STEM Symposium at the Honeywell Auditorium of the LBS. More than 150 students attended the symposium and competition.

Fifteen secondary schools participated in the STEM innovations competition.

The event attracted both students and teachers and public schools in Lagos state, officials from the State and Federal Ministries of education, members of the academia, non-governmental organizations, and representatives from Agbami.

Some of the science teachers also got the opportunity to showcase how they use technology in their work.

The STEM programme has also stimulated an innovative culture in Nigeria which empowers educators and students to use STEM in addressing social and development challenges, making the study of STEM subjects more practical and fun. It is our belief that a core understanding of STEM transfers the skills and knowledge of problem solving, critical thinking, collaboration, process and project management.

competitions

In 2018, CNL continued its sponsorship of several competitions: National Art Competition for Secondary Schools, with the aim of raising and sustaining students’ interest in the creative arts and the sciences; the Chris Ikomi Essay Competition; the Awokoya Chemistry Competition for secondary schools in Delta State; the Nigerian Media Merit Award; and the Wole Soyinka Award for Investigative Reporting.
When he was announced as the winner, the entire hall erupted with thunderous ovation. But unknown to many in the audience, but for his determination and some luck, this ‘once in a life time chance’ as he put it, would not have been possible. This is the story of Franklin Nnamdi Chijioke, winner of the Senior category of the 2018 edition of the Nigerian National Petroleum Corporation /Chevron Nigeria Limited (NNPC/CNL) Joint Venture-sponsored National Art competition for Nigerian Secondary School students. Franklin, who comes from a very poor background had developed his love for arts at a very young age. He realized that he was always drawn to paper and pencil or anything that was related to arts. Soon his scribbles turned to expressions of art, which deepened his desire to become an artist. “I also get inspired by music, which is my second love. Sometimes, when I don’t know what to draw, I listen to gospel music and my spirit is lifted and inspiration for my artwork comes. Whenever, I think about arts or desire to draw or paint something, I feel happy, I feel good, I rejoice,” he said.

It was a fitting tribute to his hardwork and fidelity with the creative muse that he emerged the star attraction at the award and exhibition ceremony which took place on Tuesday, October 30, 2018. Apart from the celebration of his talent, the star prize of a scholarship of N100,000 per year for the duration of the remainder of his secondary school education also comes as welcome succor for his family.

Accompanied by his mother and Arts teacher, Franklin was quite emotional as he told the audience how he had to borrow money to participate in the competition. “I knew I had something in me and I wasn’t going to succumb to all the challenges I faced at the time. I decided to borrow money to buy the things I needed to produce my own drawing and I submitted the work at the brink of the deadline. I came very close to missing the deadline. I come from a very poor background with ailing parents that have struggled to support me through school.”

He was effusive in his praise of his mother for her unfailing love, support and encouragement. “The best thing I did for myself is that I listened to my mother’s advice, moved ahead and refused to give up.” Nnamdi encouraged all his peers to remain determined and focused in realizing their dreams. He concluded by thanking the NNPC/CNL Joint Venture for organizing the competition and giving him a pedestal and support in the scholarship and prize money he received from the company. “I have always heard about Chevron and its involvement in arts that is why I put in for the competition.” Franklin is forever grateful to Chevron. “This award and scholarship could not have come at a better time. My mother has been ill, and my family had to raise money to care for her. The support of Chevron and NNPC will go a long way in alleviating the stress and burden on my family - and ensuring I stay focused on my education and develop my skills in arts.”
social investments

economic development

We work with communities and partners to make social investments in programmes that promote self-sufficiency, job growth and economic development. We start by working closely with communities, partners to assess local needs, then we take actions to help remove barriers to economic growth.

Multi stakeholder partnerships are at the heart of Chevron’s innovative and strategic approach to socio-economic investments in Nigeria.

global memorandum of understanding

In 2005, Chevron adopted the Global Memorandum of Understanding (GMoU) social investment model to address community needs in our areas of operation. Through the Regional Development Committees (RDCs) made up of community clusters near CNL’s operations, the GMoU gives communities greater roles in management of their development.

The principles of a GMoU are:
• a participatory partnership;
• transparency and accountability;
• sustainable community development;
• peace building;
• capacity building;
• community ownership of projects and programmes
• promotion of a sense of belonging in our company’s business and the business of the company
• monitoring and evaluation

The GMoU process has benefited about 600,000 people in more than 400 communities, villages and chiefdoms. Since 2005, Chevron and the NNPC have contributed about N21.6 billion to fund the GMoUs. In 2018, three RDCs - Ilaje, KEFFES and Egbesa-Gbaramatu Communities Development Foundation (EGCDF) launched projects that provide electricity, health care, transportation, and social infrastructure with a total

Boat ambulance procured by the Dodo River Communities Regional Development Association
investment of N1.9 billion for various social investment programmes including Scholarship funding.

2018 key accomplishments

Out of the 15 completed projects, the EGCDF commissioned 9 projects worth N382.7 million. Among the projects commissioned by the EGCDF are 10-room guest house at Ogbinbiri, 10-room guest house at Akekoromo Zion, two concrete walkways measuring 500m and 150m long at Opuama, a concrete landing jetty at Oporoza, a walkway extension at Benikrukru, six-room public convenience at Kunukunuma, a 30-room hostel at Okunukoko and EGCDF Secretariat Annex at Effurun, Warri.

Ilaje Communities Regional Development Committee (IRDC) and Amalgamation of Ilaje Coastal Communities Association (AMAICCOMA)

The IRDC and AMAICCOMA provided free health related programmes in eight mandate areas of IRDC communities valued at N20 million. In 2018, the IRDC and AMAICCOMA secured Ondo State Government approval for the construction of a Mother and Child Health Care Center at Udo - Ugbo with an initial funding of N75 million.

KEFFES Rural Development Foundation (KRDF)

The KFDF commissioned 20 projects in eight communities including providing electricity at Sangana, renovating eight classrooms in Ezetu I secondary school, constructing teachers quarters at Foropa, Fishtown and Koluama I, constructing concrete walkways at Koluama I, Ezetu II, Fishtown, Foropa; renovating the principal’s quarters at Koluama II, renovating a four-bedroom teachers’ quarters at Sanagana, and constructing a concrete footbridge at Fishtown.

Dodo River Communities Regional Development Association (DRCRDA)

The DRCRDA successfully handed over the operations of the completed Cottage Hospital in Ekeremor LGA to the Bayelsa State government.

project specific agreement (PSA)

The PSA is a model through which CNL partners with the state government and various non-GMoU communities to implement projects. It helps foster development in the health, education and socio-economic sectors of these communities. In 2018, the NNPC/CNL joint venture built a water drainage system for...
Edjeba Community to address the community’s problems with flooding.

**donations and sponsorships**

In 2018, the NNPC/CNL Joint Venture commissioned a solar water project at Osubi Secondary School for the Osubi community, near Warri, Delta State. The Joint Venture also supported many reputable charities, professional, non-governmental and nonprofit organizations in 2018. These include: the Nigerian Conservation Foundation; the Institute of Chartered Accountants of Nigeria; the Chartered Institute of Personnel Management; the Nigerian Institute of Public Relations; the Nigerian Mining and Geoscience Society; the Nigerian Association of Petroleum Explorationists; the Society of Petroleum Engineers; Women in Management, Business and Public Services; and the Musical Society of Nigeria.

**training and capacity building**

The Participatory Partnership for Community Development, the training arm of the GMoU process, conducted several capacity-building training sessions and workshops for GMoU communities: The training and workshops covered basic and advance monitoring and evaluation, leadership and social mobilization; conflict sensitivity for RDCs; on boarding for IOGPCD, IRDC, AMAICOMMA and Coastal Communities Development Committee; resource mobilization and fundraising; news writing, reporting and editing. Workshops were also conducted on collective impact tools for strengthening advocacy and civil engagement and approaches to building capacity. In addition, an annual experience-sharing and learning forum was held on capacity building for local empowerment (CAPABLE), sponsored by the Partnership Initiatives for the Niger Delta (PIND).

**support for local businesses:**

CNL, through the GMoUs supports small and medium enterprise (SMEs) by accepting bids from and training community SME contractors to execute projects. CNL continues to help secure a productive future for Nigerians with economic empowerment initiatives that help support local startup.

*In 2018, the IRDC sponsored skills acquisition training aimed at empowering people to be self-sustaining.*
partnership initiatives in the Niger Delta

The Foundation for Partnership Initiatives in the Niger Delta (PIND) is another of Chevron’s forward-thinking approaches for engaging communities close to its operations and other stakeholders in the Niger Delta area of Nigeria. The GMOU was introduced in 2005 to create participatory development processes to address the needs of the communities, PIND was established in 2010 as a non profit foundation in Nigeria to serve as the operational entity funded by the Washington, D.C based Niger Delta Partnership Initiative Foundation.

PIND develops new solutions to the economic and social development challenges in the Niger Delta and complements CNL’s GMOU process, which has been an effective model for building positive relationships in communities in areas where we operate. PIND also builds partnerships for promoting peace and equitable development in the Niger Delta.

PIND’s regional social risk management strategy focuses on four main mutually reinforcing areas: economic development; capacity building; peace building; and analysis and advocacy. Socio-economic development and peaceful coexistence of communities in the region are key to CNL’s success in the Niger Delta. Therefore, promoting multi-stakeholder partnerships contributes to creating solutions to the complex problems faced by communities in the region, enables efficient use of resources, facilitates knowledge sharing and helps to produce sustainable positive outcomes.

PIND’s economic development programme grows businesses, boosts productivity and income for small farmers and micro, small and medium enterprises (MSMEs). It does this by applying the Making Markets Work for the Poor approach, which focuses on developing sustainable market systems, rather than on providing only financial assistance. To enable integrated peace and economic growth, PIND’s peace-building programme strengthens conflict resolution mechanisms and fosters stability through a regional network of “peace agents”. PIND’s capacity building programme works with diverse partners to build the service delivery and engagement capacities of governments, civil society organizations, and communities to stimulate broad-based economic growth. Also PIND’s analysis and advocacy programme works to influence development policy and practice and create an enabling environment for growth through data analysis and understanding of systemic constraints to the growth in the region.

PIND accomplishments in 2018

peace building

PIND’s Partners for Peace Network (P4P) is built on collective action, volunteerism and team spirit. Since it’s launch in 2013, the P4P has continued to work actively in all nine Niger Delta states. More than 1,700 new members had registered as peace agents as at the third quarter of 2018, bringing the total number of local peace agents in the P4P to more than 7,000.

P4P members work with public and private sector stakeholders to mitigate conflicts in the Niger Delta region through engagements, dialogue and information sharing on the importance of peace for socio economic development. In 2018, the
network facilitated the use of the media to reach many hundreds of people with messages that promote appropriate social norms and peace. In 2018, PIND, in collaboration with P4P, held a series of training workshops on conflict sensitivity, conflict management and leadership, ways to handle conflict, and conflict early warning and early response (EWER). The workshops were attended by RDCs in coastal communities of Bayelsa, Delta and Ondo states. This added to the pool of peace agents who have the capacity to carry out peace-building activities in these communities, resulting in reduction of conflict incidents.

At the end of the third quarter of 2018, 12,921 data points from across the Niger Delta were entered into PIND’s EWER system and peace map. From these, PIND developed a total of 28 data analytic products, known as conflict trackers to cover various emerging issues in the region. Resulting information is used by more than 200 stakeholders in designing and planning peace-building interventions, making them more targeted and impactful. The use of PIND’s conflict trackers for the Niger Delta increased in 2018, and a survey on the effectiveness of PIND’s conflict information show that at least 64 organizations in and beyond the Niger Delta region use the Conflict Trackers. The EWER system and the peace map integrate various local and international data sources on a single platform, enabling cross-validation and analysis of trends to ensure quick intervention by peace agents.

To foster peaceful general elections in 2019 in the Niger Delta, PIND facilitated the setup and activation of a multistakeholder Platform (MSP) aimed at establishing a forum where stakeholders from the Itsekiri and Ijaw ethnic groups in the Warri local government areas can engage in dialogue to resolve differences. The 16-member MSP is made up of Ijaw, Itsekiri, traditional rulers and representatives of Delta State and local governments. The initiative earned PIND an award from the Governor of Delta State.

**economic development**

In 2018, more than 27,000 farmers and entrepreneurs in aquaculture, cassava, palm oil and business linkages sectors benefited from PIND’s capacity-building programme. In 2018 alone, the programme facilitated the creation of more than 6,000 jobs and stimulated investments valued at N813 million for farmers, private companies and other sources in the sectors supported by PIND. From 2012 through the third quarter of 2018, PIND’s programmes and initiatives have contributed to the income growth of 50,000 farmers and 7,000 MSMEs, created 11,493 full-time-equivalent jobs, and catalyzed N2.1 billion in new investments in the Niger Delta.

An engagement session specifically targeting women’s business associations and cooperatives to influence their economic advancement.
aquaculture
PIND trained 10 aquaculture service providers (ASPs) and facilitated a Memorandum of Understanding between the ASPs and Grand Cereals Limited, a leading fish feed manufacturer. The 10 ASPs trained fish farmers on best pond management practices and the use of improved fish feed. The efforts reached 2,007 farmers in the riverine communities in Bayelsa and Ondo states and contributed significantly to improved productivity and growth. From a total sample of 3,944 fish farmers from five states (Bayelsa, Delta, Edo, Ondo and Rivers) who participated in both pond management and business training activities between 2016 and 2018, 2,051 reported increases in their income in 2018.

 cassava farming
There was significant expansion of PIND’s programmes in cassava farming. The programmes are focused on best practices farming, access to enhanced crop-protection products and processing technologies as well as demonstration plots and implementation of out-grower schemes and methods for linking to markets. In partnership with four companies and seven agro-dealers, PIND scaled up demonstration farms to eight Niger Delta states, with 8,852 farmers being trained in best agronomic practices. The average yield recorded by the farmers increased from eight tons per hectare to 16.3 tons per hectare - as recorded by the control/counterfactual farmers. By the end of the third quarter of 2018, 2,574 cassava farmers reported higher yields from their farms because of their adoption of improved practices. Results from a cassava value chain impact assessment showed that 35 percent of the farmers were women who benefited from the PIND cassava demonstration programme and Nigerian Agricultural Enterprise Curriculum training, which focused on the business modules that enable small farmers to shift from subsistence farming practices to commercial farming.

 palm oil
In 2018, PIND stimulated the use of harvesting technologies and improved processing equipment and increased access to palm oil seedlings in the Niger Delta. The palm oil sector grew, and farmers generated additional income and expanded their businesses. Eighteen fabricators were trained to scale up access to processing technologies and some of those trained sold 34 small scale processing technologies (SSPE). PIND also partnered with agro-dealers, lead farmers and input companies to ensure farmers’ access to the information and inputs that help increase productivity. By the end of third quarter of 2018, PIND had reached 8,343 farmers.

PIND stimulates local economic growth and employment of youths by developing agricultural entrepreneurs
through workshops, seminars, and demonstrations. About 5,530 of the beneficiaries, who received training in best management practices, planted 52 hectares of land with improved and certified seeds.

micro, small and medium enterprises
In 2018, PIND identified, and worked with market actors to improve access to market, finance and business support services to MSMEs. By the third quarter of 2018, the PIND-supported service providers had reached 6,194 MSMEs via forums, training and other capacity-building activities. Of the 640 enterprises reached, more than half of them belong to women. The participants were trained in poultry farming by a local poultry consultant. The initiative enabled the participants to access support, loans and new markets to grow their businesses and increase their incomes.

exploring opportunities in cocoa
PIND conducted a Niger Delta cocoa value chain study to evaluate the competitiveness, gaps and areas of priority. The findings from the study revealed some systemic constraints in the cocoa value chain: low productivity of farms arising from poor agricultural practices; predominance of older and aging trees with low yields; absence of high-yield seed varieties; poor-quality beans arising from poor post-harvest practices and leading to discounted prices of Nigerian cocoa in the global market; and lack of coordinated efforts within the value chain. To address these challenges, PIND designed a series of programmes and explored a variety of partnership opportunities with stakeholders in the cocoa value chain to increase the productivity of farms, increase yields, and improve the quality of cocoa beans. The interventions are expected to lead to over 2 million improved seeds becoming available to farmers in the 2019/2020 farming season and about 12,000 cocoa farmers increasing productivity through adoption of good agricultural practices.

niger delta youth employment pathways (NDYEP)
This is a two-year capacity-building programme established by PIND to develop model pathways for youth employment in the Niger Delta. The initiative has an initial $2 million in funding from the Ford Foundation. PIND implemented the NDYEP project after setting up a project advisory committee (PAC) drawn from a broad group of eight stakeholder organizations. The PAC held its inaugural session on July 25, 2018. As of December 2018, 1,285 youth in the agriculture and ICT sectors had received short-term skills training and job/enterprise connections in a pilot project in Abia, Akwa Ibom and Rivers states.

promoting appropriate technology - enabled development (ATED)
In line with its ATED programme, PIND formed new partnerships with five universities to promote energy efficiency in buildings and the use of renewable energy alternatives and hosted stakeholder groups in different events and workshops about appropriate technologies. In recognition of its achievements in clean energy, energy efficiency and sustainability, PIND received the 2018 Nigerian Energy Award from the Nigerian Association of Energy Economics (NAEE).

PIND’s ATED project expanded improved fish-smoking technologies into riverine communities in Bayelsa and Ondo states to create sustainable access to fish-smoking services for fish farmers. The programme increased the shelf life of fish products and generated additional income and employment for farmers and fish processors. Of the participants in the programme, 1,538 women (40 percent) benefited substantially from the use of the Chorkor oven and smoking kiln demonstrations. The improved fish smoking technologies are low-cost and are built using locally sourced materials. Their adoption has helped these women process large quantities of fish at a reduced cost compared to the traditional drum method.

water, sanitation and hygiene (WASH)
Through global grant funding from the Rotary Foundation, PIND invested N11 million in WASH facilities and promote hygiene in four new schools in the Niger Delta region, providing for 2,236 school-aged children. In addition, about 3,000 students are practicing good hygiene because of the five school environmental health clubs established by PIND. The clubs facilitated the distribution of P&G water purifiers to 634 people in schools and at home. This was critical in reinforcing the WASH-in-Schools message as a parallel to the WASH-through-Schools effort, whereby students are encouraged to practice the hygiene behaviours they learned at school at home.

Following the WASH-focused advocacy support by PIND, the Parents Teachers Association of Model Girls Secondary School (MGSS) in Rivers State raised funds to build 13 toilets for the school.

engaging state governments through niger delta development forum (NDDF)
PIND, in collaboration with the Department for International Development-funded Market Development in the Niger Delta (MADE) project, the European Union’s Niger Delta Support Programme and other partners held the seventh edition of the Niger Delta Development Forum (NDDF) in 2018 with the theme “Delivering Results: Executing a State-Led Plan”.

partnerships to catalyze economic growth
PIND provided technical support to Cross River, Delta, Imo and Ondo States. PIND supported Cross River state in the finalization of its 30-year growth and development strategy; provided technical assistance to the Delta State Ministry of Agriculture
to develop a new state agricultural policy; supported the launch of Public-Private Initiative and Startups weekend in Imo State; facilitated training and organizational development support for the Ondo State Oil Producing Area Development Commission. PIND partnered with the Nigerian Economic Summit Group on low-carbon investment initiative in the Niger Delta as well as on the 24th Nigerian Economic Summit themed Poverty to Prosperity: Making Governance and Institutions Work. To expand the space for coordination and access to data, PIND partnered with the Department for International Development- funded MADE to establish a special purpose vehicle (SPV) that is expected to improve access to capital for farmers and entrepreneurs.

promoting development information sharing and journalism
NDLINK is PIND’s development information hub for the Niger Delta. The consistent implementation of NDLINK’s content strategy yielded good results. In 2018, NDLINK recorded a total of 2.8 million visits, surpassing its 2018 target of 2.5 million visits. Through NDLINK, PIND supported three offline youth-development events with financial and in-kind support. One of the events, start up Sunday Colloquium, an annual gathering of stakeholders in the ICT start-up ecosystem in Port Harcourt, Rivers State, gave participants the opportunity to improve their skills in the technology space. Under its Media for Development (M4D) programme, PIND facilitated a two-day workshop for 27 journalists on solutions journalism to improve their approach to news reporting, focus on social issues as well as enhance their skills to anchor evidence-based and development focused stories that can help change the narrative of the region.

capacity building for local empowerment
Through the CAPABLE initiative, PIND continues to help make community, civil society and government institutions more effective by improving their capacities to deliver social services and engage in public decision-making, governance and economic development projects, which are at the heart of long-term sustainable development. At the end of the third quarter of 2018, 340 persons including 140 females from local organizations have benefited from PIND’s CAPABLE programmes. Through CAPABLE’s trainings and post-training coaching support, 17 additional local civil society organizations and business membership organizations (BMO) provide improved services to their constituencies, bringing the number to 90 the number of civil society and business membership organizations providing improved services. This has increased the organization competitive advantage to access funds with 15 of them having new grants by the third quarter of 2018. Field reports, indicate that 12 organizations improved their financial management systems after attending the CAPABLE trainings on accounting software and financial literacy.

building sustainability in community-based organizations
PIND supported CNL in enhancing the effectiveness of the RDCs and non governmental organizations (NGOs) in implementing the GMOU and sourcing third party funding by organizing training, coaching and mentoring for leaders of the RDCs and NGOs. The effort is to ensure the RDCs continue to successfully implement the GMOU and obtain funding from sources other than CNL in 2019 and beyond.

PIND achieved many successes in 2018 which earned it the Nigeria Energy Awards given by NAEE, along with two recognitions from the Office of the Vice President of Nigeria for PIND’s commitment to ending gender base violence in Nigeria and recognition from the Delta State Government for PIND’s leadership role in promoting peace in the state.
focus story

Improving cassava processors access to raw materials. Farmers’ access to and use of agro-inputs and finance are strategic objectives of PIND’s cassava project. Good out-grower programmes offer these improvements. PIND recorded significant progress across some of the out-grower programmes it supported in Akwa Ibom, Ondo and Edo States. Alpha Six Farm Limited, a processing company in Ondo State, reported significant progress in finalizing the allocation of 5,000 hectares of farmland by Ondo State government. The state government covered the cost of the land survey. Under the arrangement, the state government will receive an agreed-upon percentage of the earnings of the proposed cassava production and processing company when it becomes fully operational.

The project is an outcome of Alpha Six Farm Limited’s participation in a six-week long Federal Government incubation lab facilitated in the first quarter of 2018 by PIND as part of a national economic recovery and growth programme. The company has so far cultivated 30 hectares of its farmlands in Ifon, Ondo State and trained 50 farmers from the community as part of the out-grower programme in collaboration with PIND.

focus story 2

A mechanical adjustable harvester reduces risks and increases productivity of oil palm farmers in Niger Delta.

In the past, Kingsley Ojeah, an oil palm farmer in Ubulu-Uku in Delta State, employed climbers to harvest palm fruits and prune the fronds, but he was not satisfied with the results. “Sometimes the fruits will ripe and spoil on the trees. When you call climbers to harvest, sometimes they won’t show up and before you know it, the fruits will become bad. But with use of the Mechanical Adjustable Harvester introduced to us by PIND, I cut palm fronds myself without climbers,” said Ojeah, adding, “There were instances when people fell from the trees when they climb using rope.”

Ruth Nwangba, an oil palm farmer in Benin, Edo State, corroborated Ojeah’s report of risks from the use of climbing palm trees with ropes. According to her, “Climbing palm trees is difficult”.

PIND introduced the Mechanical Adjustable Harvester (MAH) to oil palm farmers across the Niger Delta to enable effective and safe harvesting practice. With the MAH, oil palm farmers find it easy to harvest palm bunches and prune palm fronds. Because of the bumper harvest he had in 2018, Ojeah will be able to buy more hectares of land, where he will plant 500 palm trees. In 2018, the average increase in revenue from fresh fruit bunches for farmers using the MAH was ₦349,028 per farmer.

PIND, in collaboration with others, help social scale farmers increase their yield by educating them on proper use of fertilizer and good agronomic practices in general.
engaging stakeholders

The company consistently engages stakeholders in government, communities, media and civil societies to advance its business and social goals. In 2018, the company had strategic stakeholder engagements including the facilitation of training and participation in both local and international conferences for government stakeholders to broaden their understanding of the oil and gas industry.

productive stakeholder engagement

In 2018, Chevron sustained its partnership with government stakeholders, others:
- Holding regular meetings with government officials and partners, and sharing information and best practices;
- Involving representatives of the various arms of government in the implementation of our social investment programmes; and
- Engaging and consulting with communities to plan work programmes and capital projects. CNL PGPA’s Government Affairs division facilitated a strategy session titled: “Assessing the Policy and Socio-economic implications of 2019 as an Election Year.” The session reviewed various reforms affecting the industry and their impact on oil and gas operations in Nigeria. In attendance were some members of the Nigerian National Assembly, leaders in the industry and internal Chevron stakeholders. The session highlighted risks for

- President Muhammadu Buhari of Nigeria welcoming CNL’s Esimaje Brikinn, general manager, Policy, Government and Public Affairs (PGPA), to his office in Aso Rock, Federal Capital Territory, Abuja
the oil and gas industry in general and CNL business in Nigeria in particular.

The company also successfully collaborated with government stakeholders in the implementation of social investment and programmes

- Governor Kashim Shettima, of Borno State to advance plans for implementation of projects being sponsored by Star Deep Water Petroleum and other parties in the Agbami oil field in the North East to ensure incident-free implementation of Projects for Internally Displaced People (IDP).

- The company engaged the Federal Capital Territory, Abuja for the selection of a government school for the implementation of Deep Water Social Investment project, a model science laboratory project.

- CNL engaged the Yobe State government on collaborating with the NNPC/CNL joint venture on the ongoing intervention efforts in support of the recovery, stabilization and rehabilitation of the socio-economic lives of internally displaced people. The plan included the donation of a multi-purpose school block and a mother and child center in public institutions in four local governments- Damaturu, Fika, Potiskum and Geidam.

- In 2018, CNL and Star Deep Water Petroleum Limited (a Chevron Company) with its Agbami parties partnered with the Pan Atlantic University (PAU), Lagos, to deploy a capacity building programme for Nigerian journalists called Advanced Writing and Reporting Skills (AWARES) programme. Sixteen journalists were sponsored to the programme bringing the total number of beneficiaries of the programme to over 100 since its inception in 2014. The company also facilitated four engagements with key media editors in Lagos and Abuja.
to strengthen the relationship between CNL and its media stakeholders.

- Chevron Nigeria Limited (CNL) and Nigerian Conservation Foundation (NCF) – its partner in protecting, preserving and conserving the environment, paid a courtesy call on President Muhammadu Buhari at the Presidential Villa, Abuja. President Buhari commended the NCF for the great work it is doing to preserve the environment and praised Chevron for “using part of its profits to support those efforts.

Alhaji Ahmed Joda, Chairman, NCF Board of Trustees, led the team that visited President Buhari. The team included CNL’s Esimaje Brikinn, General Manager, Policy, Government and Public Affairs (PGPA). The partnership between CNL and NCF has produced commendable projects geared towards protecting, preserving and conserving our environment and the beauty of nature. One of such is the Lekki Conservation Centre (LCC), built by Chevron Nigeria in 1992. The partnership also extends to the Niger Delta, the hub of our operations, where we embarked on the mangrove restoration project.

Some members of the eighth National Assembly led by Hon. Fred Agbedi (middle), Chairman, House of Representatives Gas Committee, and CNL team led by Jeff Ewing, CNL CMD (third from left), during the 2018 Offshore Technology Conference (OTC) in Houston, United States of America.
Chevron has continued to demonstrate its commitment to significantly raising the capacity of communities with the success of its Global Memorandum of Understanding. It is an admirable model, I implore others to emulate

- Hon. Fredrick Agbedi
  Chairman, Nigerian House of Representatives Committee on Gas Resources,
  at the 2018 Nigeria Oil and Gas Conference in Abuja
our people

One of our enabling strategies for business growth is investing in our employees - our most valued asset. We are committed to delivering people-related solutions and services through focus, process excellence and expertise, resulting in business success. We maintain a fair and consistent recruitment process that embraces human resources best practices and upholds organizational confidence. At CNL, every employee is a leader and every voice counts.

recruitment

Chevron provides career opportunities for Nigerians hired as employees and contractors. Our employees are united by common values and our drive to develop the energy that improves lives and powers the world forward. Delivering energy to the world requires a wide range of technologies and the best and brightest minds. By the end of 2018, the total number of Nigerian employees and contractors was 4,599. The company’s recruitment policy is based on its people strategy framework – the right people, with the right skills, in the right place, at the right time, and at the right cost. “Hiring right” is critical to the health of our business.

Open jobs in the organizations are posted on the company’s internal Recruiting Management System, a web-based tool to provide equal access to opportunities for all qualified employees to expand their horizons.
build their competencies and grow their experiences.

Externally, vacancies are advertised on a global recruitment tool to provide equal access to opportunities for all qualified candidates, regardless of their location. The use of video conferencing to interview candidates outside Nigeria further demonstrates the equal opportunity, transparency and fairness of the company’s recruitment process.

**employee development**

Our employee development philosophy is anchored on the need to equip employees with the right skills that enable organizational growth and support business success. We invest in people to strengthen organizational capability and develop a talented global workforce that gets results the right way. Career development at CNL combines individual aspirations with business objectives to invest in employees’ professional growth. The company has a policy on Study Leave, which grants leave to employees who desire to pursue higher academic or professional qualification. The jobs of employees on Study Leave are guaranteed until they return.

**CMD’s distinctive leader award**

The CMD’s Distinctive Leader Award, which was introduced in 2014, is one of the ways CNL celebrates and promotes consistent exemplary leadership behaviors and attitude demonstrated by employees that align with the company’s leadership expectations. This award is aimed at reinforcing positive behaviors by employees. It is a critical part of CNL’s Consequence Management Framework and Chevron’s global We Lead programme. The Chevron We Lead programme recognizes that there is a leader in everyone and that everyone is a leader. This is also one of the ways we demonstrate the value we place on our people – every one of them, because they are our greatest asset.

The CMD’s Distinctive Leader Award, which is given annually to an outstanding employee nominated by fellow employees, is the highest level of recognition in the business unit. The award boosts the morale of employees and encourage good leadership behaviors. To date, four employees have received the award.

Following are some of the key training programmes that have been
developed to increase employee competencies:

**structured leadership development**

These programmes are designed to provide the opportunity for growth. Employees learn how to strengthen the company’s organizational capability, covering skills and competencies required to become an effective leader. Some of the programmes are open-enrollment; others require nomination.

**technical and soft skills**

These include training in the areas of communication, personal effectiveness, emotional intelligence, safety awareness, operations and maintenance, human rights, compliance, and other competencies related to the development of capabilities.

**new-to-chevron**

This is a year-long programme that starts the first week of employment. It is a combination of formal classroom training, e-learning, mentoring and guidance to ensure that new employees understand the company’s operations, values and objectives.

**horizons and pathways**

Many Petrotechs and some professionals are enrolled in a structured technical competency development programme called Horizons for the first five years of their employment. Those who graduate from Horizons go through the Pathways programme to help deepen their technical and business competencies.

**training and development for stakeholders**

CNL sponsors and supports training and other forms of development for students, community members, the
employee educational assistance

As part of our efforts to encourage employee self-development, the company reimburses 75 percent of course fees and the cost of books to employees who enroll for part-time courses at tertiary institutions in Nigeria. The employees are also granted time off to attend lectures and take examinations. Our Scholarship Board oversees the process and determines the applicability of such part-time courses to the employee’s current role and development plan. A total of 13 employees benefited from this programme in 2018.

The company also offers educational scholarship programmes to support children of employees and retirees. In 2018, 40 children benefited from the REACH scholarship programme, and 15 others were awarded the Chairman/Managing Director’s Scholarship.

new initiatives/training

In 2018, CNL developed the Business Acumen workshop. The programme deepens employees’ understanding of company operations. This is a follow-up training to the Understanding Oil and Gas workshop.

employee networks:

CNL has three registered employee networks in Nigeria Mid Africa Business Unit (NMABU): XYZ, the Women Employees Network (WEN) and Boomers Network. These networks support, organize and execute various diversity initiatives and programmes, that foster the company’s diversity and inclusion objectives.

In 2018, some of their activities include:

- The XYZ Network’s career mentoring programme for students of Ilasan Senior Secondary School, Lagos. The event was aimed at building students’ capacity
- A series of career guidance sessions at Community Senior and Junior High School, Sangotedo, Eti-Osa, Lagos, by the Boomers Network. The network also presented writing materials
• The Warri chapter of the XYZ Network organized a community outreach tagged “Keep Kids in School” under the auspices of the Employee Volunteer Programme (EVP). This initiative included the renovation of a block of six classrooms, one staff room; provision of furniture and 1,500 customized notebooks to Ugbororo Primary School, Warri.

nigerians on overseas assignments

As part of our effort to produce world-class employees within the Nigerian workforce, CNL has consistently sent Nigerian nationals to other parts of the world to develop other leadership skills. A total of 25 national employees are currently on expatriate assignment in Angola, Bangladesh, Kazakhstan and USA.

workforce health

In 2018, we continued to invest in world-class medical facilities and health programmes for our employees to promote healthy lifestyles, prevent disease and disability, and treat existing medical conditions.

clinical medical care

Employees have year-round access to CNL hospitals in Lagos, Warri and Escravos.

These facilities provide general and specialized medical care, including pediatric, surgical, obstetric and gynecological, nutrition, and physiotherapy services. Employees in Abuja also have access to external health facilities. Access to external specialists for dental and eye care is also provided in all locations.

preventive periodic medical screening (PPMS)

The PPMS programme provides medical screening for employees, spouses and dependents. The goal is to proactively manage health through early detection of disease. The screenings also provide opportunities to promote healthy life choices and track patients with chronic medical conditions. In 2017/2018, the NMA achieved 98 percent participation in the PPMS programme.
fitness for duty (FFD)

The FFD programme supports the business in optimizing employees’ fitness for duty and FFD-related compliance. FFD is a standardized medical evaluation process used by Chevron worldwide. It is designed to determine if an employee is mentally and physically capable of performing the essential functions of a job without risk of injury to the worker, co-workers or the environment. Ensuring medical fitness for work optimizes safety, increases productivity, helps retain experienced workers and improves employee morale. The process specifically identifies health-sensitive and physically demanding jobs and develops appropriate evaluations for the various job categories.

occupational hygiene

Occupational hygiene and medical surveillance programmes are in place and continue to protect workers from workplace exposures.

health promotion and opportunities

Programmes on communicable and non-communicable diseases are offered throughout the year. Webinars, seminars, lunch and learn sessions, and “health moments” are held on relevant and topical issues, including healthy lifestyle, high blood pressure, mental health, drug abuse and stress. CNL joined the global community to participate in activities on days designated by the World Health Organization to highlight HIV/AIDS, malaria, tuberculosis, heart health and diabetes. Automated blood pressure machines are provided at office and offshore locations to encourage employees to self-monitor and track their readings. Employees are also encouraged to use stations located in offices to self-monitor weight and body mass index.

wellness programmes

In 2018, the medical division brought health care to the doorsteps of the workforce by deploying the third Red for a Reason (RFAR) programme. RFAR provides employees with opportunities to proactively identify health issues and significantly improve their cardiovascular health. The Nutrition Traffic Light programme, an interventional health and wellness programme that utilizes education and advocacy to help employees voluntarily change their dietary behaviors, was also deployed.

physical fitness

Employees have access to fitness centers in various locations. Group health walks and aerobic exercise programmes occurred in all CNL locations throughout 2018 to help prevent obesity, assist in weight reduction, enhance wellness and optimize heart health.

peer health educators (PHEs)

This programme is an integral part of the company’s commitment to the well-being of its employees and members of the communities in its areas of operations. The PHEs provide peer-to-peer health education within the workforce on HIV, malaria, tuberculosis and cardiovascular health. PHEs also organize community outreach programmes.

employee assistance programme and work-life services

The Employee Assistance Programme (EAP) promotes and sustains a psychologically healthy and resilient workforce to support safe and successful operations. The EAP provides confidential consultation for work-related, personal and family problems. Management of change, critical incident debriefing and stress management provide significant value to the organization through promoting the health, safety and mental well-being of employees.

key diversity/inclusion programmes

Several diversity and inclusion programmes were active in 2018, including Employee Week, diversity language classes and cultural celebrations.

employee week

This major event improved employee’s morale, helped in team building, and provided a relaxing atmosphere for employees to network and bond with others from various divisions and locations. The second edition of Employee Week was held simultaneously in all locations in 2018. The theme of the event was Every Voice Counts, which seeks to align with our Inclusion strategy, - a new addition to The Chevron Way.

diversity language classes

We have five Diversity Language classes in NMA that are held once a week for six months. These one hour classes include Spanish, French, Hausa, Yoruba and Igbo. Employees volunteer to facilitate or participate in these classes to learn the languages. This encourages an inclusive environment in which employees learn about and gain respect for the cultures of other people working in the business unit.

cultural celebrations

In 2018, we had a thrilling celebration of the diversity of the Igbo, Efik and American cultures. This event helped employees understand and appreciate the cultures, history and the traditions of others.
operational excellence

We place the highest priority on the health and safety of our workforce and protection of our assets and the communities and the environments in which we operate. We strive to deliver world-class performance with a focus on preventing high-consequence incidents.

Our Operational Excellence Management System (OEMS) is anchored on The Chevron Way and is the framework CNL uses to systematically manage workforce safety and health, process safety, reliability and integrity, the environment, efficiency, security, and stakeholders to meet our Operational Excellence (OE) objectives, which are to:

- Eliminate fatalities, serious injuries and illnesses
- Eliminate high-consequence process safety incidents and operate with industry-leading reliability
- Access and manage

Brikinn Esimaje, General Manager, Policy, Government and Public Affairs (middle), Dr. Babatunde Durosinmi-Etti, Lagos State Commissioner for Environment (right), and others during the CNL-sponsored nature advocacy event tagged Walk for Nature (WFN) in Lagos. CNL’s sponsorship of WFN is part of effort by the Company to create awareness and promote nature conservation and sustainable environmental management for the protection of Nigeria’s biological resources.
OE performance

In 2018, the company maintained its focus on preventing serious incidents and fatalities and achieved a fatality-free year. The safety performance record included a Total Recordable Incidents rate of 0.088 and 0.023 days away from work incidents rate. We successfully began the transition to an updated OEMS with a stronger focus on prevention of high-consequence incidents, and we continued implementing other programmes to drive our OE performance, emphasizing the prevention of serious injuries and fatalities, process safety management, environmental stewardship, and OE.

OE focus campaign

The annual company-wide OE Focus campaign is a week-long initiative that increases OE awareness and provides learning opportunities for the workforce. The 2018 theme was Fatality Prevention – Save Your Life. During the campaign, we reviewed the activities representing the highest potential consequences, developed workforce skills, and encouraged commitment to hazards recognition and safeguards management to prevent fatalities and serious incidents with a strong focus on the Save Your Life programme, including the Save Your Life Actions and the Start Work Checks tools.

save your life program

To further advance the prevention of serious injuries and fatality, the company continued its focus on the Save Your Life programme and strengthened the use of the Save Your Life Actions (SYLA) initiative. We also continued our focus on the Start Work Checks (SWC) initiative to confirm that critical safeguards are in place and functioning prior to commencement of work. The SYLA programme specifies nine high-risk areas:

- Isolating Hazardous Energy
- Lifting and Rigging
- Excavation
- Working at Heights
- Confined Space Entry
- Commercial Diving
- Hot Work
- De-Energized Electrical Work
- Energized/Live Electrical Work

The SYLA and SWC complement the existing Managing Safe Work (MSW) standards and tools in ensuring that everyone goes home safely every day.

In November 2018, the inaugural Save Your Life town hall was held to reinforce the importance of the programme and discuss significant improvements in the nine high-risk areas and to share stories about how following the programme prevented high-consequence incidents. Five members of the workforce shared personal experiences of using the programme to save lives.

experiences by NMA SYL champions

Name: Shadrach Unah
Work Team: Meren/Parabe Field, JV Operations, Escravos.

“On February 12, 2018, I was the designated SWC verifier for a lifting activity involving the positioning of a new sewage treatment plant for hook-up at the Parabe Quarters platform. While verifying SYLA items 3 and 4 using the Lifting and Rigging SWCs, I identified that the already selected lifting gear, i.e., the web sling and chain hoist, were rated for Safe Working Load (SWL) of 1.5 tons’ capacity each, whereas the sewage plant [the load] to be lifted weighed 2.5 tons. This was an obvious safety concern since the capacity of the lifting gears were below the weight of sewage plant and could present a dropped object hazard.

“I engaged the work team on why the job could not commence and, subsequently, 3-ton lifting gear were provided for the lifting activity before signing the SWC for the job to commence. The job was completed safely”.

Name: Dornu Nwiido
Work Team: Deepwater Operations, Agbami Floating Production Storage and Offloading (FPSO)

“On August 28, 2018, at the Agbami SPM Loading Buoy, preparations were ongoing for the lifting of hoses from a support vessel to the export tanker using the export tanker crane. The length of each hose string is about 320m and the weight is about 10 tons. Before starting the lifting activity, I used SYLA for Lifting and Rigging to consider additional safeguards to address any possibility of dropping the hose or causing damage to the ship structure while carrying out the lift.

Based on this, I asked for additional taglines on the tanker cargo block as well as longer guide ropes for the support boat crew to handle the cargo hook. These were put in place before the lifting activity commenced. The job was safely executed.”

Name: Chiemela Desmond Izumunna
Work Team: Information Technology, Warri.

In August 2018, one of our third-party vendors [a contractor] sent their personnel to carry out a job on their equipment, which is on the Warri dockyard Telecoms tower that is 136m high. Using SYLA, it was easy to see the requirements for such a high-risk job, i.e., climbing a tower, which is working at height. As we went through the requirements with the contractor personnel, it became clear that they did not have adequate fall protection.
“I engaged with the contractor on why the job could not commence, and the contractor personnel agreed to address the safeguard issue and return at a later date for the job. The contractor returned the following day with all required safeguards, and the job was safely completed without incident after verification of their safeguards”.

**contractor health, environment and safety management (CHESM)**

In 2018, we partnered with contractors to reinforce our OE expectations via several activities, including facility visits, facility walk-throughs, safeguard verifications and validation. We also provided opportunities for contractors to engage with the leaders of CNL on OE issues. Company leaders also met with contractors’ senior and field leaders and employees on identifying and understanding high-consequence hazards and risks and ensuring that the right safeguards are in place and functioning.

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### emergency response management – planning, training and resources

In Chevron, prevention of fatalities and serious incidents is our No. 1 priority: we strive to ensure that we are prepared to respond immediately and effectively to all emergencies in company-owned or operated assets by establishing and maintaining internal and external response resources and capabilities. In 2018, the company conducted emergency response and management trainings across the business unit; updated our Assets Emergency Response and Oil Spill Contingency in line with corporate and IPIECA requirements, and closed-out all the gaps in the 2017 NMA Emergency Management (EM) gap assessment to complete the transition to the new corporate EM process.

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*Ensuring safe operation: Employees at Agbami FPSO*
process safety

In 2018, CNL progressed the implementation of its four key process safety standards: Asset Integrity Management; Operating Procedures; Technical Codes and Standards, and Process Safety Information (PSI). We sustained the Operations Field Verification programme to help improve OE culture, validate availability and functionality of key safeguards, and reinforce overall ownership and accountability for facility OE performance. The company successfully released for use the consolidated OEMS and Process Safety Onboarding programme for new leaders across NMA.

CNL also deployed the Process Safety Awareness for Operations Workforce refresher training manuals to maintenance and construction groups in line with a three-year sustainability plan to support effective process safety culture of frontline workers. The Health Environment and Safety Risk Management Process is the foundation for the successful management of process safety in our facilities. In 2018, the company successfully transited to the refreshed OE Risk Management process and developed asset and business unit profiles, which enabled prioritization and systematic management of high OE risks across its operations and activities. The risk profiles represent snapshots of the top risk scenarios (high consequence and high risk) across the six focus areas (Workforce Safety and Health, Process Safety, Reliability and Integrity, Environment, Security, and Stakeholders).

Following the development of the risk profiling exercise, the risk profiles (along with the heatmaps) and the top risk scenarios were communicated to the leadership and workforce to further reinforce the importance of having the right safeguards in place to prevent and mitigate these high consequence events.

As part of our efforts to strengthen our process safety management programme, we conducted eight Process Hazard Analysis studies and 23 Quantitative Risk Screening studies of existing facilities. The studies systematically identified and evaluated hazards and related accident scenarios. The studies also enabled the company to better understand its risks and implement appropriate control measures.
OE assurance

In 2018, OE Assurance activities were carried out to ensure that critical safeguards that prevent serious injuries and fatalities were in place and functioning effectively. Key OE Assurance activities conducted included the NMA Level 2 OE Audit, Escravos Gas-to-Liquids Strategic Process Safety Audit and the NMA-wide Corporate OEMS Audit. Other OE Assurance activities conducted in 2018 as part of an integrated assurance program included functional reviews of drilling and completion and reservoir management operations. During the year, the company also developed the Fitness for Duty compliance register and reviewed existing registers for Process Safety Information (PSI), Emergency Management, and Incident Investigation and Reporting (II&R).

Environmental stewardship

The Environmental Stewardship (ES) OE Process lays the foundation for sound environmental management practices through the identification, assessment and management of environmental risks from project inception through operations to decommissioning. Our ES focus area and process enables us to understand the potential environmental risks from our activities and to proactively identify and mitigate the risks.

We also conducted environmental assessment studies in the onshore and offshore areas of our operations. They include Environmental Impact Assessments (EIAs) for drilling operations in offshore and onshore areas, and Environmental Evaluation Studies (EESS) for our onshore assets and the Escravos terminal area in line with our Environmental Aspect Management initiatives.

In the deepwater area, we conducted an EES of Agbami field as well as an EIA for Agbami infill drilling and gas projects. These studies ensured that potential environmental, social and health impacts were identified and, where necessary, mitigated in accordance with environmental performance standards and industry best practices. We continue to invest in available technology for tracking and managing our ecological footprint in our areas of operation. CNL conducts its business in a socially and environmentally responsible manner in compliance with regulatory requirements, stakeholder expectations and best practices.

gas flare-out strategy

CNL has invested substantially in projects aimed at eliminating routine flares from its operations and executing a profitable gas business through a range of domestic, regional and export supply facilities that fulfill the requirements of our joint-venture domestic gas supply obligation and support the Nigerian Gas Master plan. The projects include the Escravos Gas Plant; the Escravos Gas-to-Liquids plant; the Sonam gas development field; and the Abiteye and Makaraba non-associated gas development. CNL remains an industry leader in gas supply in the domestic market, in line with its domestic gas supply obligations.

CNL is committed to the Nigerian Federal Government’s commercialization initiative as contained in the Flared Gas Regulations 2018. The company embarked on various flares out projects that have led to reduction in routine flares and have sustained the supply of high-quality gas for domestic and regional markets. The plan is to continue with the project until zero flares is achieved in all CNL facilities.

Despite challenges with the Escravos Lagos pipelines, the company supplied an average of 440 million standard cubic feet per day to the domestic gas market. The natural gas has provided a major boost to economic activities and increased the domestic power supply.

gas utilization and commercialization

CNL has consistently supported the Nigerian Gas Master Plan, now known as the National Gas Policy 2017, to meet domestic gas supply obligations, including implementation of the Gas Sale and Aggregation Agreement regime and the eventual transition to a willing-buyer-willing-seller contract regime. As evidence of CNL’s support for the Federal Government of Nigeria policies, the company supplied 40 percent of total domestic gas in Nigeria in 2018. CNL also retained its leadership position as a gas supplier to the power sector, with at least 70 percent of total domestic gas supply going to the power sector in 2018.

In 2018, CNL sponsored a workshop on Nigeria’s national gas requirement and presented a major paper on the implementation of the National Gas Policy 2017 as part of an industry-wide/government workshop at the Transcorp Hilton Hotel, Abuja. The workshop resulted in the Nigerian Government agreeing to set up a joint consultative forum on the implementation of the National Gas Policy.

CNL is a member of many organizations in Nigeria, including the Nigerian Gas Association (NGA) and the Oil Producers Trade Section (OPTS) of the Lagos Chamber of Commerce and Industry. These organizations actively engage in advocacy and participate in policy review and dialogue aimed at improving the Nigerian gas industry.
CNL continues to play a leading role in building and sustaining the capacity of indigenous companies and contractors in Nigeria’s oil and gas industry. We consistently demonstrate our commitment to empowering community contractors, service providers and suppliers through developing human and institutional capacity, creating local jobs, developing and sourcing from local suppliers, employing local workforces, promoting local patronage, and reserving work scope to benefit local community contractors. Since the 1990s, the company has implemented strategies for training, capacity building and employment of Nigerians and has provided contracts and procurement opportunities to Nigerians on its major capital projects.

CNL also provides technical support, support for asset acquisition, and partnership on research and development to local community contractors. This has helped Nigerians benefit from the proceeds of the oil and gas industry while developing local commerce. We consistently reserve significant portions of job scopes to benefit local community contractors near our operation and maintain compliance in job awards to Nigerian contractors on small, medium and major capital projects.

CNL, in partnership with the Nigerian Content Human Capacity Development Initiative (NCHCDI), delivered value for Nigerians by providing executive and management training, technical and professional skills training, and on-the-job training during project execution. One hundred and thirty-six Nigerians benefitted from the various trainings valued more than $4 million.

Our local content development and Nigerian content development philosophy

We are guided by our compliance with the Nigerian Oil & Gas Industry Content Development (NOGICD) Act while leveraging our Nigerian Content Strategy and Shaping Plan to deliberately and consistently grow the Nigerian economy through Nigerian content development. Developing local content is a management philosophy in project execution and decision making. We employ and empower Nigerians to take on leadership roles and continually update existing business processes and procedures to optimize the value of Nigerian content.

CNL is committed to supporting economic growth in Nigeria by contributing to capacity building in the nation’s oil and gas industry and by empowering Nigerian service providers and suppliers through human and institutional capacity development, local patronage, work scope reservation and fostering of business partnerships. This has helped Nigeria and Nigerians build wealth from the proceeds of oil and gas while developing local commerce and industry.

How we do it

- Preferential selection and patronage of qualified local suppliers
- Scope reservation, which
ensures patronage of indigenous companies
• Utilization of the Global Memorandum of Understanding to extend the benefits of Nigerian content development to the local contractors around our areas of operation
• Focus on sustainable, value-adding programmes that boost Nigerian content Development
• Integration of Nigerian content requirements and deliverables in business processes and procedures to optimize Nigerian Content value
• Development of the Contractor Management Process (CMP) application for equitable distribution of work/job opportunities to local contractors

“
We consistently demonstrate our commitment to empowering community contractors, Nigerian service providers and suppliers through human and institutional capacity, creating local jobs, developing and sourcing from local suppliers
”

training
CNL, in partnership with the Nigerian Content Human Capacity Development Initiative (NCHCDI), delivered value for Nigerians by providing executive and management training, technical and professional skills training, and on-the-job training during project execution. The training which was valued more than $4 million benefited 136 Nigerians. The company also organized supplier forums to educate suppliers on its contracting/tender processes.

In 2018, CNL in collaboration with Nigerian Content Development and Monitoring Board (NCDMB), trained more than 340 community contractors in its effort to build local capacity and strengthen indigenous participation in the oil & gas industry. The objective of the programme was...
Lonadek, a local consulting firm, in partnership with the company created a world-class Human Capacity Development Initiative (HCDI) training plan for CNL’s Drilling and Completions unit. Chevron awarded Lonadek a $180,000 contract to develop the HCDI plan.

The third batch of the Earth Science Internship Programme for Nigerian graduates began at CNL’s office in Lagos. The programme, which is for 12 months, is an initiative by the NCDMB and CNL aimed at giving earth science students hands-on practical experience in Geosciences and Drilling and Completions to complement their university classroom experience.

direct support

- CNL sponsored technical audits and design assistance for manufacturing processes for new plants and facilities and for the upgrade of existing plants and facilities. CNL and Chevron Energy Technology Company provided audit and technical services to Nigeria Machine Tools (NMT), an in-country manufacturer of flanges and stud bolts to enable NMT to produce flanges and stud bolts to CNL’s specifications and industry standards. This support also expands CNL’s patronage of local manufacturers.

industry collaboration:

- CNL collaborates with other international oil companies (IOCs) and national oil companies (NOCs) under the Oil Producers’ Trade Section (OPTS) of the Lagos Chamber of Commerce and Industry (LCCI) with the NCDMB in developing templates for categorization of service providers in the oil and gas industry.

<table>
<thead>
<tr>
<th>Area</th>
<th>Contractor(s)</th>
<th>Brief Description of Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labor</td>
<td>NIGSA Consultants Ltd., Miconet Int Ltd, Auditor Oil &amp; Gas Co., Jococo Nig Ltd, Oma Nig Ltd, etc.</td>
<td>Provision of highly skilled/professional labor Provision of medium skilled/unskilled labor</td>
</tr>
<tr>
<td>Engineering Services</td>
<td>NETCO, Cakaiwa, IESL, Arish, Westfield Energy Resources Ltd, etc.</td>
<td>CNL FE/MCPS leverage these Engineering Services Agreements (ESAs) for FEED &amp; OED</td>
</tr>
</tbody>
</table>
  - Fabrication of Agbani L reportedly support structures and Anti Vibration clamps on Agbani Field by Motis Energy Services.  
  - Hub change out on SWP (Sea water Injection Pump) spool on Agbani field by Atlantic Blue Waters Limited  
  - Highgrade L, a company based in Warri rehabilitated the Escravos Runway safety and without incident  
  - Delta Tech/Enog Consortium fabricated Single Point Mooring (SPM) Jars, Plankline End Manifolds (PLEM’s) and Subsea Pig Receiver (SPR) and completed offshore piping on Escravos Export System Project (EESP)  
  - Dorman Long commenced fabrication work on various projects:  
    o HP Separators, Test Separators and Pressure Vessels for Meji G  
    o Debottlenecking Project  
    o Pressure Vessels and Pig Traps for Okan G  
    o Debottlenecking Projects  
    o Separator, Scrubber and Pig launcher for the Ashleye/NAJ Development Project  
    - Taison Nigeria Limited commenced continued fabrication of Meji G  
    o Debottlenecking Project piping spools and structural skids at Opite, Warri  
    - Prime Source Nigeria Limited commenced fabrication of Okan G  
    o Debottlenecking  
    - Structural members and piping spools in Warri  
    - Four (4) Nigerian Drilling Companies, Mich-Harry, Exomtal, South-Dridge and Shoreline are carried out major dredging activities in Dib and Oleno fields. |
| Tank Repair & Upgrade, Clearing | Baywood Continental, Hopec Nigeria Limited, OCO Industries, Southwest Design Africa Ltd. | NBaywood Continental commenced detailed engineering of Tank 2 Repair & Upgrade and construction of Temporary Construction Camps;  
  Hopec Nigeria Limited commenced detailed engineering of Tank 8 Repair & Upgrade and construction of Temporary Construction Camps;  
  Southwest Design Africa Limited carried out Automated Cleaning of Tank 8 |
• To showcase industry collaboration, CNL personnel hold leadership roles in Nigerian content development: CNL Chairman and Managing Director Jeff Ewing is a member of the Executive Committee of the OPTS of the Lagos Chamber of Commerce and Industry (LCCI) and NCD general manager, Anike Odunlami is a member of the Nigeria Content sub-committee of the OPTS (OPTS NC Subcom), a member of the Steering Committee for NCCF and a member of the Advisory Council for the Nigerian Content Development Fund.

• CNL supports NipeX utilization by ensuring all community contractors are registered on the NipeX portal and ensures all approvals are done using the NipeX tendering process.

• CNL sponsors industry-wide seminars, conferences, multimedia programmes and other events to promote Nigerian content development.

• CNL played a significant role in the OPTS NC Subcom team that reviewed the Community Content Guidelines with the NCDMB.

sponsoring and partnerships

CNL and its affiliated companies sponsored industry forums and fairs in partnership with the NCDMB and other industry sponsors.

As an organization, Local Content is a management philosophy in project execution and decision making. We employ and empower Nigerians to take on leadership roles and continually update existing business processes and procedures to optimize Nigerian Content value.
stakeholders. They include:
• Sponsorship of the 17th edition of the Nigeria Oil and Gas (NOG) Conference and Exhibition in Abuja
• Sponsorship of the Society of Petroleum Engineers 2018 Annual International Conference and Exhibition, where CNL received 2nd Best Exhibitor and Best Technical Paper Presentation awards.
• Sponsorship of the Nigerian Association of Petroleum Explorationists 2018 Annual International Conference and Exhibition.
• Sponsorship of the third Practical Nigerian Content Forum in Yenagoa, Bayelsa State.

key local community content milestones and accomplishments
• CNL, in collaboration with PIND facilitated connections between big companies operating in the Niger Delta region and local SMEs on a pilot capacity development initiative for poultry business. Five local contractors participated. Perfect Works Limited, the contractor that laid the foundation for a broiler processing plant in Okitipupa, Ondo State, completed its processing plant in 2018.
• CNL collaborated with NCDMB to conduct facility audit of 514 Contractors in the Niger-Delta area.

CNL remains committed to local content development and will continue to seek and embrace opportunities to create and maximize Nigerian content value.
awards

The various recognitions and acknowledgments of our contributions to the socio-economic development of Nigeria validate our vision of being the global energy company most admired for its people, partnership and performance.

- **Award for Sustained Support for Small Businesses**: CNL received the award for sustained support for small businesses at the Sub-Saharan Africa Upstream Oil and Gas Summit in Abuja. The summit, which was organized by Zenith Professional Training Limited, took place April 11 - 13, 2018.

- **NOGIG 2018**: CNL was Second Runner-Up at the 17th Nigeria Oil and Gas Industry Games.

- **Best Company in Media Relations Award**: CNL received an award for Best Company in Media Relations among oil and gas companies in the country. The award was presented at the Energie Platform Lecture and Award event, organized by D’Alphaxristi Limited, a media/publicity organization, in conjunction with *The Guardian* news paper. The event was held at the Eko Hotels and Suites, Victoria Island, Lagos, on Friday March 16, 2018.

- **Best Company in Infrastructure Development Award**: Star Deep Water Petroleum Limited, a CNL Company, with other parties in the Agbami field - Famfa Oil Limited, Equinor Nigeria Limited; Petroleo Brasileiro Nigeria Limited and the NNPC - received the Best Company in Infrastructure Development Award for its various social investment programme in education and health geared toward improving the quality of...
life, raising the standard of education and providing the needed manpower in Nigeria. The company was also named runner-up in the Best Company in Good Health and Well-Being, and the Best Company in Education categories. The awards ceremony was organized by TruContact Limited, a company focused on sustainability issues, and the organizers of the Sustainability, Enterprise and Responsibility Report and Awards in collaboration with the Nigerian Institute of Public Relations (NIPR) and endorsed by the Federal Inland Revenue Services, the Standard Organization of Nigeria and Global Reporting Initiative.

- **Award for Media Support:** CNL received an award at the 2018 Advanced Writing and Reporting Skills (AWARES) graduation at Pan Atlantic University (PAU). The company was commended for its commitment to capacity building of media practitioners in Nigeria through the AWARES development programme which it pioneered in partnership with PAU, Lagos.


- **Special Recognition Award:** In 2018, the company, also received a Special Recognition Award for its role in the Nigeria Gas Association (NGA) and the Nigerian gas industry at the NGA Conference and Exhibition, held in Abuja. The award was presented to CNL at the Gala and Awards Night at the Conference Hall of the Transcorp Hilton Hotel. The awards ceremony was attended by many dignitaries, including members of the National Assembly, the NNPC group managing director and other representatives of the NNPC, industry regulators, international dignitaries, and other industry players.
cautionary statement relevant to forward-looking information

This Corporate Responsibility Report by Chevron contains forward-looking statements relating to the manner in which it intends to conduct certain of its activities, based on its management’s current plans and expectations. These statements are not promises or guarantees of future conduct or policy and are subject to a variety of uncertainties and other factors, many of which are beyond our control.

Therefore, the actual conduct of our activities, including the development, implementation or continuation of any programme, policy or initiative discussed in this report, may differ materially in the future. The statements of intention in this report speak only as of the date of this report. Chevron undertakes no obligation to publicly update any statements in this report.

As used in this report, the term “Chevron” and such terms as “the company,” “their,” “our,” “its,” “we” and “us” may refer to one or more of the Chevron companies in Nigeria or to all of them taken as a whole. All these terms are used for convenience only and are not intended as a precise description of any of the separate entities.