



Gorgon Project

Operated by Chevron Australia
in joint venture with

ExxonMobil



Osaka Gas | Tokyo Gas | JERA

2023 compliance report

gorgon project social impact management plan

Published by Chevron Australia Pty Ltd

 Incident Free 0



executive summary

The Chevron-operated Gorgon Project stands as a vital contributor to Australia’s resource development landscape, boasting three Liquefied Natural Gas (LNG) trains and a domestic gas facility, located on Barrow Island off Western Australia’s Pilbara coast. The Social Impact Management Plan underscores Chevron’s commitment to fostering lasting community benefits. This report provides an overview of the project’s initiatives in economic development, local training and employment, with a specific focus on Aboriginal employment and training.

about gorgon

The Chevron-operated Gorgon Project is Australia’s largest resource project and one of the world’s largest LNG projects. The Gorgon plant site is located on Barrow Island, a Class A Nature Reserve, off the Pilbara coast of Western Australia. The project includes three LNG trains with a combined capacity of 15.6 million tonnes per annum and a domestic gas plant with the capacity to supply 300 terajoules of gas per day to WA.

The Gorgon Project provides significant community and economic benefits such as employment, training and local business opportunities. With a predicted project lifespan of more than 40 years, the Gorgon Project will remain an important pillar of the Australian economy for decades to come.

The Gorgon Project (the Project) is operated by Chevron Australia Pty Ltd and is a joint venture of the Australian subsidiaries of Chevron (47.3%), ExxonMobil (25%), Shell (25%), Osaka Gas (1.25%), Tokyo Gas (1%) and JERA (0.417%).

about gorgon’s social impact management plan

The Gorgon Social Impact Management Plan (SIMP) is a requirement of the Gorgon Gas Processing and Infrastructure Project Agreement ratified by the *Barrow Island Act 2003 (WA)*. The Minister responsible for the agreement approved the SIMP on 14 September 2009.

The implementation of the SIMP focuses on providing three key community and social benefits:

- regional economic development;
- education, training and employment; and
- Aboriginal-specific training and employment.

This document provides a brief summary of the 2023 SIMP compliance report.

education, training and employment

Increasing awareness and understanding of career pathways within the Gorgon Project and wider oil and gas industry:

- In 2023, Chevron Australia provided 19 field-based apprenticeships and traineeships at Gorgon, with four apprentices completing their training.
- 82 school students undertook the Powering Careers in Energy program, which is offered to year 10, 11 and 12 students, and focuses on increasing their understanding around the opportunities for employment in the oil and gas industry. As part of the course, facilitated by Australian Earth Science Education (AusEarthEd), students participated in an LNG Exploration Day at Chevron's Australian headquarters in Perth.

Building WA skills capability to meet current and future requirements:

- Through 2023, Chevron recruited ten graduates to its Horizons Graduate Development Program, joining Facilities Engineering, Petroleum Engineering, and Health Environment and Safety.
- A 12-week paid work experience program placed 29 students in eight disciplines.

Providing supportive environments for new or developing employee:

- In 2023, we continued delivering Be an Upstander, a mandatory immersive in-person learning program for our workforce. It aims to enhance understanding of the impact of inappropriate behaviours, teach how to identify these behaviours and to effectively address them.

Improving community access to education through literacy and numeracy support

- In partnership with Stars Foundation, a mentoring and school engagement program supported 540 Aboriginal and Torres Strait Islander girls in Perth and Pilbara schools, with 78% of the participants transitioning into further study or work.
- Chevron has been partnering with Telethon Speech and Hearing (TSH) since 2011 to deliver the Chevron Pilbara Ear Health Program. In 2023, 1076 children participated in the Chevron Ear Health Program in the West Pilbara. Of those screened, 225 attended audiology clinics for further diagnosis.

- Chevron has been a long-term partner with AusEarthEd through its Education to Employment program and in 2023, continued to be a valued social investment partner, delivering STEM outreach to students in Perth and the Pilbara.

aboriginal employment and training

Engaging Aboriginal people in the development of needs-based programs

During 2023 Chevron continued its focus on the attraction, recruitment and retention of Aboriginal people.

Developing and building cultural understanding within the workplace

- Following the launch of Chevron Australia's first Innovate Reconciliation Action Plan (RAP) in 2019, implementation of the Innovate RAP continued throughout 2023.
- Chevron continued to deliver Aboriginal Cultural Awareness training to the workforce.
- Chevron leaders hosted Traditional Owners on-country on Barrow Island to gain a deeper understanding of the land's cultural significance.

Providing technical and non-technical training and employment opportunities

- On 31 December 2023, Chevron Australia had 77 Aboriginal employees in organisation chart positions:
 - 66 direct hire Aboriginal employees; and
 - 11 apprentices employed through a third party.
- Chevron's Aboriginal Cadetship Program provided Aboriginal and Torres Strait Islander university students the opportunity to gain valuable experience in our industry-leading oil and gas projects through 12-weeks paid employment. During 2023, two Aboriginal Cadets successfully completed vacation work at Chevron's Australian headquarters in Perth.

regional economic development

Facilitating opportunities for Aboriginal and non-Aboriginal Pilbara businesses to participate through construction, operations, and expansion.

Chevron continued work to influence Aboriginal participation with its contractors through regular engagement meetings and supported the Karratha and Districts Chamber of Commerce and Industry's (KDDCI) Pilbara Indigenous Business Network with its efforts to build capability among Pilbara Indigenous local suppliers and contractors and access to information and opportunities.

Supporting regional economic diversification and community lifestyle

Chevron is an active participant on the Chamber of Minerals and Energy Pilbara Regional Council, which takes a collaborative approach to issues, opportunities and community wellbeing initiatives.

Increasing Pilbara local business capacity

In 2023, the Gorgon Project continued its partnership agreement with the KDCCI to support the following initiatives designed to grow economic diversity in the Pilbara and support local employment opportunities:

- Pilbara Business Bootcamp;
- Pilbara Indigenous Business Network Group;
- Pilbara Women in Business Workshop Series; and
- Business Capability Building Program (Grow Local).

Additionally in 2023, through this partnership, KDCCI partnered with Waalitj Foundation to employ an Indigenous Engagement Officer under their Waalitj Indigenous Business Hub program model, to provide support to Aboriginal and Torres Strait Islander people wanting to start, grow or sustain their businesses. This role provides business coaching and direct access to independent, professional support, including lawyers and accountants.

Chevron also continued to support the Onslow Chamber of Commerce and Industry (OCCI) to enhance their ability to provide services to its members, the wider regional businesses and their communities.