

gorgon project

social impact management plan

2021 compliance report

about gorgon

The Chevron-operated Gorgon Project is one of the world's largest LNG projects. Located on Barrow Island – a Class A Nature Reserve – off the Pilbara coast of Western Australia. Gorgon consists of a three-train, 15.6 million tonnes per annum LNG facility and a domestic gas plant with the capacity to supply 300 terajoules of gas per day to Western Australia.

The Gorgon Project is providing 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, clause 7(1)(j), ratified by the Barrow Island Act 2003. 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, which are:

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

This document provides a brief summary of the 2021 SIMP compliance report.

education, training and employment

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

- During 2021 Chevron provided 24 field-based apprenticeships and traineeships at Gorgon, with four apprentices completing their training.
- 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, students participate in an LNG Exploration Day in Perth.

Building WA skills capability to meet current and future requirements:

- Through 2021, Chevron recruited eight 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 41 students in 12 disciplines.
- 27 scholarships were awarded to students across five WA high schools as part of its Aboriginal School Scholarship Program.

Providing supportive environments for new or developing employees

- In 2021, a new Upstander training program was launched to the workforce and explores how to recognise and respond to inappropriate and harmful behaviours when witnessed or experienced. The training role models to participants how to have honest conversations about bullying, discrimination, or harassment in the workplace.

Improving community access to education through literacy and numeracy support

- In 2021, Chevron celebrated 15 years of partnership with Scitech – one of WA's key science institutions. The current partnership provides funding for the Lighthouse Maths program, plus branding of the Chevron Science Theatre in the West Perth premises of Scitech.
- A new partnership with Stars Foundation supported 2300 ATSI girls and young women. The completion rate in Western Australian Stars students was 98%.
- Chevron Australia has been partnering with Telethon Speech and Hearing since 2011 to deliver the Chevron Pilbara Ear Health Program. In 2021, 921 students participated in the Chevron Ear Health Program in Karratha and Onslow. Of those, 440 people attended audiology clinics.
- Chevron Australia has been a long-term partner with Earth Science Western Australia (ESWA) through its education to employment program and in 2021, continued to be a valued social investment partner.

regional economic development

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

- Chevron Australia continued work to influence Aboriginal participation with its contractors through regular engagement meetings, and supported the KDCCI's 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. A key example of this was COVID vaccination support in the Pilbara, and operating a multi-week vaccination clinic in Onslow to increase vaccination rates, particularly with the Indigenous population.

Increasing Pilbara local business capacity

In 2021, The Gorgon Project continued its partnership agreement with the Karratha Chamber of Commerce and Industries (KDCCI) to support the following initiatives designed to grow economic diversity in the Pilbara and support local employment opportunities:

- Pilbara Business Bootcamp
- Grow Local initiative
- Pilbara Indigenous Business Network
- Career Central
- Pilbara Women in Business Workshop Series
- Business Capability Building Program (Grow Local)
- Annual Business Excellence Awards

aboriginal employment and training

Engaging Aboriginal people in the development of needs-based programs

- During 2021 Chevron Australia has continued its focus on the attraction, recruitment and retention of Aboriginal people.

Developing and building cultural understanding within the workplace

- In late 2019 Chevron Australia launched its first Innovate Reconciliation Action Plan (RAP), focused creating an inclusive workplace where employees understand and respect Aboriginal histories and cultures and where cultural diversity is celebrated. Implementation of the Innovate RAP continued throughout 2021.
- Chevron continued to deliver Aboriginal Cultural Awareness training to the workforce.

Supporting new or developing Aboriginal employees through mentoring programs

- In 2021, 20 members of the Chevron Strategic Leadership Team and Extended Leadership Team have each mentored an Aboriginal employee. This has been a valuable experience with mentors and mentees noting the personal and professional growth achieved through the program.

Providing technical and non-technical training and employment opportunities

On 31 December 2021, Chevron Australia had 80 Aboriginal employees in organisation chart positions:

- 60 direct hire Aboriginal employees
- 20 employed through third parties / agency hire

Chevron's Aboriginal Cadetship Program provided Aboriginal and/or Torres Strait Islander university students the opportunity to gain valuable experience in our industry-leading oil and gas projects through 12-weeks paid employment. Chevron Australia provided 27 Aboriginal high school students with the Aboriginal School Scholarship.

During 2021, Chevron had 16 Aboriginal Cadets on the program, with two successfully transitioning to the Horizons graduate program, and six completing Vacation work at Chevron's offices in Perth.