



Gorgon Project

Operated by Chevron Australia
in joint venture with

ExxonMobil



Osaka Gas | MidOcean Energy | JERA

2024 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

Located on Barrow Island, a Class A nature reserve off the Pilbara Coast of Western Australia, the Chevron-operated Gorgon Project is Australia's largest resource project and one of the world's largest LNG projects. The Gorgon 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 Western Australia.

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.

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 2024 SIMP compliance report.

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%), MidOcean Energy (1%) and JERA (0.417%).

education, training and employment

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

- In 2024, the Chevron-operated Gorgon Project provided 21 field-based apprenticeships and traineeships at Gorgon, with two apprentices and seven trainees completing their training.
- 103 school students undertook the Chevron 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, One The Esplanade, in Perth.

Building WA skills capability to meet current and future requirements:

- Through 2024, Chevron recruited nine 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 25 students in five disciplines.

Providing supportive environments for new or developing employee:

- Chevron continued delivering Be an Upstander, a mandatory immersive in-person training program for our workforce. The training program aims to enhance understanding of the impact of inappropriate behaviours, teach how to identify these behaviours and to effectively address them.
- In 2024, building on the learnings from Be an Upstander, an additional mandatory training program, Stand Up to Bullying, was introduced to enhance the workforce's ability to identify and respond to instances of bullying.

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 TSH (formerly Telethon Speech and Hearing) since 2011 to deliver the Chevron Pilbara Ear Health Program. In 2024, 855 children participated in the Chevron Ear Health Program in the West Pilbara. Of those screened, 217 attended audiology clinics for further diagnosis.
- Chevron has been a long-term partner with AusEarthEd through its Education to Employment program and, in 2024, 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 2024 the Gorgon Project 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 2024.
- Chevron continued to deliver Aboriginal Cultural Awareness training to the workforce, including the *Introduction for Aboriginal and Torres Strait Islander Culture* computer-based training.
- Chevron partnered with Wirrawandi Aboriginal Corporation to support their Ranger program, educating young people to care for country.

Providing technical and non-technical training and employment opportunities

- On 31 December 2024, Chevron Australia had 76 Aboriginal employees in organisation chart positions:
 - 70 direct hire Aboriginal employees; and
 - 6 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 industry-leading oil and gas projects through 12-weeks paid employment. During 2024, three Aboriginal Cadets successfully completed vacation work at Chevron's Perth headquarters.

regional economic development

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

The Gorgon Project 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 (KDCCI) 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 2024, 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 2024, 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.