



reconciliation action plan

january 2025 - december 2027



about the artist

Anne Hayes was born in Onslow in 1952 and is the eldest of six children. Anne is a Kurrama woman from her mother's side and Thalanyji from her father's side. Anne loves to paint the landscape of her Country and is passionate about keeping the Thalanyji culture strong with her people as well as promoting cross-cultural understanding. Anne helped compile a book, *Ngambunyjarri*, which outlines Thalanyji plant names and traditional uses.

The book shares the Elders' knowledge of the natural environment while also being a key resource for future generations to access their culture and heritage. Anne has also helped develop a language book to share the childhood stories of Thalanyji Elders. She continues to teach younger generations about their people through storytelling and taking them out to Country.



Mayarnu Pool

Mayarnu Pool is a lovely place out near Nanutarra. It's full of big shady trees along the water's edge with lots of birds and fish. All different groups gather here with their families to spend time together. There is water here all year round and you can catch all sorts of fish like Mangrove Jack and Catfish. When I was a child, there used to be freshwater mussels everywhere too, but over the years and because of the floods that have come and gone I don't see their shells anymore. While it's a special place for people to meet, it's also special because of the spiritual Wanamankura - a big black water snake that lives in the Pool. Our Elders taught us through stories about Wanamankura, saying we can't swim there as a sign of respect. Our people still pass this story on to this day to younger generations.

acknowledgment

Chevron Australia acknowledges the Traditional Owners of the lands we work on – the Thalanyji peoples, the Whadjuk peoples, and the Mardudhunera peoples – and we pay our respect to Elders past and present. We recognise Aboriginal and Torres Strait Islander peoples continued connection to land, waters and community and are committed to walking together to build a brighter future for all Australians.

deceased persons

Aboriginal and / or Torres Strait Islander peoples should be aware that this document may contain images or names of people who have since passed away.

terminology used

At Chevron Australia, we recognise, value, and respect the diversity that exists in Aboriginal and Torres Strait Islander communities, nations, cultures, histories, peoples and perspectives.

There are many different experiences and opinions regarding appropriate terminology and it's difficult to identify language and terminology that's acceptable to all people and groups. We will use the terms Aboriginal and Torres Strait Islander peoples when referring to Aboriginal and Torres Strait Islander people.

Existing programs or reports may use the term Indigenous; this is not intended to cause offence. Within our RAP we mention our Indigenous Employee Network (IEN), and the use of the term Indigenous in this instance is to align with Chevron's global chapters of the Indigenous Employee Network that exist in various countries where Chevron operates.

Traditional Owners refers to the Thalanyji, Whadjuk, and Mardudhunera peoples, who are the recognised Custodians of the lands where Chevron Australia operates in Western Australia.



message

from chevron australia

I'm proud to launch our 2025 - 2027 Reconciliation Action Plan (RAP), which sets out a new framework for our contribution to reconciliation.

The RAP outlines our commitment to reconciliation and actions we will take to strengthen our relationships with Aboriginal and Torres Strait Islander peoples, ensuring they benefit from the social and economic opportunities that our operations across Australia generate.

Our efforts will be focused on learning from and respecting the cultures of the Traditional Owners of the areas where we operate, creating opportunities for Aboriginal and Torres Strait Islander peoples to participate meaningfully in our workforce, and improving the governance of our commitments.

We're going to continue to collaborate with Aboriginal and Torres Strait Islander peoples and communities to deepen long-term trusting and beneficial relationships focused on inclusion, transparency, respect and accountability.

Throughout the development of Gumap - One The Esplanade, our new headquarters at Elizabeth Quay, on Whadjuk Noongar Country, we partnered with the Cultural Architects - leaders within the Whadjuk Noongar community - to implement cultural safety training for everyone who

worked on the site and ensure Aboriginal cultures were respected and reflected throughout our workplace. We hope to strengthen our relationship and replicate this in other areas of our operations.

At Chevron we have an inclusive work environment that values the uniqueness and diversity of individual talents, experiences and ideas.

We have recognised the need to broaden representation from across the business to provide feedback, decision making and delivery of RAP commitments and we have extended our Aboriginal Affairs Steering Committee and RAP Working Group to include Aboriginal and non-Aboriginal representatives from diverse areas of our business at all levels. This is an important step to align on and activate our RAP in a sustainable and impactful way as we focus on shared goals, achieving outcomes and incorporating past learnings in all activities.

It's important we understand the progress of our commitments under the RAP, and with a goal of driving tangible change, we have implemented an Outcomes Measurement Framework. This Framework will measure our RAP deliverables and actions with clear outcomes-based indicators.



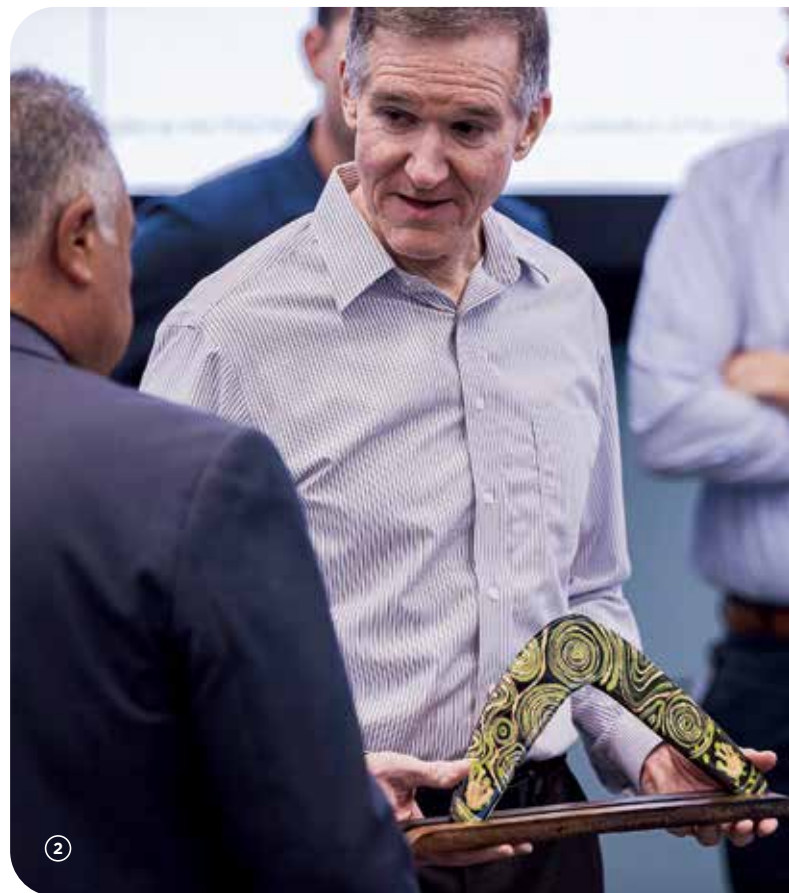
📷 ①+② Mark Hatfield is presented a special gift during an acknowledgement event led by Kooya.

We've also implemented Weavr, a formal tracking and reporting tool developed by an Aboriginal and Torres Strait Islander business, to help embed the RAP's actions across our organisation, increase visibility and transparency, and promote collaboration for reconciliation.

When reflecting on our reconciliation journey since the launch of our first RAP in 2019 we can see the progress we have made but acknowledge we have some way to go. We can and will do better.

We look forward to working with our Aboriginal and Torres Strait Islander partners to create meaningful change and continue to advance reconciliation in Australia.

Mark Hatfield
Managing Director Chevron Australia



our vision

for reconciliation



Chevron’s vision for reconciliation is an Australia in which Aboriginal and Torres Strait Islander peoples share an equitable opportunity to participate in industry, the workforce and economic prosperity as well as an Australia respectful of Aboriginal and Torres Strait Islander voices on environment and cultural heritage.

In pursuing Chevron’s purpose to provide affordable, reliable and ever-cleaner energy that enables human progress, our Australian operations are actively and continuously building and maintaining strategic relationships with the Traditional Owners and Custodians of the lands on which we operate. We strive to advance our vision of reconciliation by collaborating with these Traditional Owners and Custodians on **Economic Opportunity**, **Environment** and **Workplace Inclusion**.



Economic Opportunity



Improving access to economic and development opportunities, including employment, training and contracting opportunities.

Environment



Managing impacts on the environment and heritage values in a culturally respectful manner, considerate of Traditional Custodian voices on caring for, and sustaining, Country.

Workplace Inclusion



Ensuring Chevron develops and maintains a culturally safe and inclusive workplace.



Chevron is one of the world's leading integrated energy companies and has been present in Australia for more than 70 years.

With the ingenuity and commitment of thousands of workers, Chevron Australia operates the Gorgon and Wheatstone liquefied natural gas and domestic gas assets; manages its one-sixth interest in the North West Shelf Venture; operates Australia's largest onshore oilfield on Barrow Island; and is a significant investor in exploration.

Together, our operating sites include our Australian headquarters at Gumap – One The Esplanade Perth, our offshore Wheatstone Platform, our onshore Wheatstone Project at Ashburton North near Onslow, and our Barrow Island facilities for Gorgon and WA Oil.

our business

- 📍 ① Chevron Australia headquarters. ② Wheatstone platform.
③ Gorgon Operations Barrow Island. ④ Wheatstone natural gas processing facility.
⑤ Gorgon marine operations. ⑥ WA Oil on Barrow Island. ⑦ Gorgon LNG Shipping loading facility. ⑧ Gorgon natural gas processing facility.

As of June 2024, Chevron Australia had a workforce of over 2000, which included more than 85 Aboriginal and/or Torres Strait Islander people. For most of our employees, Australia is where we live and work. We believe Chevron Australia has an important role to play in helping Australia thrive and prosper guided by our 'Chevron Way' values, which explain who we are, what we do, what we believe and what we plan to accomplish.

As a company, we learn from and respect the cultures in which we operate, and we have an inclusive work environment that values the uniqueness and diversity of individual talents, experiences and ideas. Chevron Australia's diversity policy has provided hundreds of roles for Aboriginal and Torres Strait Islander employees, inclusive of our contractors, across the life cycle of our projects and in various areas of our operations and support services.

We have a long-term commitment to Australia and place great importance on being a trusted community partner focused on working with local communities to achieve better outcomes. We know our business of supplying the world's needs for affordable and reliable energy helps local economies grow. We also place the highest priority on the health and safety of our workforce and protection of our assets, communities and the environment.

We are committed to building positive two-way relationships, bringing our contractors and workforce on the reconciliation journey with us by offering ways to partner, and including community in our initiatives. We believe there are opportunities to promote unity by recognising Aboriginal and Torres Strait Islander histories, cultures and rights as part of the shared national identity and encourage our workforce, community partners, contractors and communities to consider how they can also contribute to a reconciled Australia. We encourage the participation of our workforce in internal and community events that enhance our understanding of and engagement with the Aboriginal and Torres Strait Islander community, including truth telling sessions and creating a culturally safe workplace, as determined by our Aboriginal and Torres Strait Islander workforce.



our reconciliation journey



Chevron Australia acknowledges the importance of Country, and the unique connection Aboriginal and Torres Strait Islander people have with Country. Due to past government policies and practices and the harm they have caused, we are committed as a global company with a significant presence in Australia to using our impact to work towards a reconciled Australia. That is why Chevron Australia are committed to delivering another RAP.

We also acknowledge and celebrate the richness and diversity of Aboriginal and Torres Strait Islander peoples' cultures and knowledge as an enabler for our business.

Developing a RAP is a visible demonstration of our commitment to the five dimensions of reconciliation and recognition of the unique culture, roles, responsibilities and experiences of Aboriginal and Torres Strait Islander peoples and communities. It's a commitment to contributing to a culture of inclusion and respect within the organisation, with our partners, rights holders, stakeholders and communities. We believe a RAP will provide a platform to further build knowledge and understanding of Aboriginal and Torres Strait Islander cultures within our organisation and communities, strengthen genuine relationships, and ultimately create a more inclusive work environment and way of working.

In 2018, Chevron Australia committed to developing its first Reconciliation Action Plan (RAP), and on 5 December 2019 our inaugural Innovate RAP was launched. While the term of the inaugural RAP was two years, our second RAP will be in effect for three years, which is supported by Reconciliation Australia.

In continuing our reconciliation journey with our second Innovate RAP, we reflected on our learnings to date and in doing so, recognised that the focus on deliverables inadvertently fostered a short-term and tactical approach. The design of our second RAP commenced in 2021 and employed the strategic guidance of external experts to assist in crafting a framework that connects our RAP deliverables and actions to tangible impact or outcomes.

During the first phase of development, the Working Group identified the most significant outcomes arising from Chevron Australia's RAP initiatives and charted outcomes over medium and long-term horizons. The process encompassed extensive review of business plans, strategic documents, accompanied by consultation with the Working Group and Aboriginal and Torres Strait Islander members of the workforce.

Through this review, a Theory of Change was developed to bridge reconciliation activities with the outcomes they aimed to foster. These were tested and refined through consultation. The final outcomes that will be targeted in this RAP include:



- Improved ability for Chevron Australia to meet the **needs and expectations** of Aboriginal and Torres Strait Islander peoples and stakeholders through engagement and consultation.
- Stronger **relationships** and partnerships between Chevron Australia, Aboriginal and Torres Strait Islander peoples and community organisations to drive reconciliation.
- Increased **workforce awareness** of, and commitment to, reconciliation activities.
- Stronger **cultural competency** at a leadership level.
- Culturally **appropriate engagement** with Aboriginal and Torres Strait Islander employees.
- Improved **support systems** for Aboriginal and Torres Strait Islander employees.
- Increased **engagement** with Aboriginal and Torres Strait Islander businesses.

Chevron Australia will seek to achieve these outcomes through operationalising RAP deliverables and measuring progress through a set of activity and outcomes-based indicators. The indicators have been integrated into an Outcomes Measurement Framework which enables us to monitor our effectiveness and make changes as required.

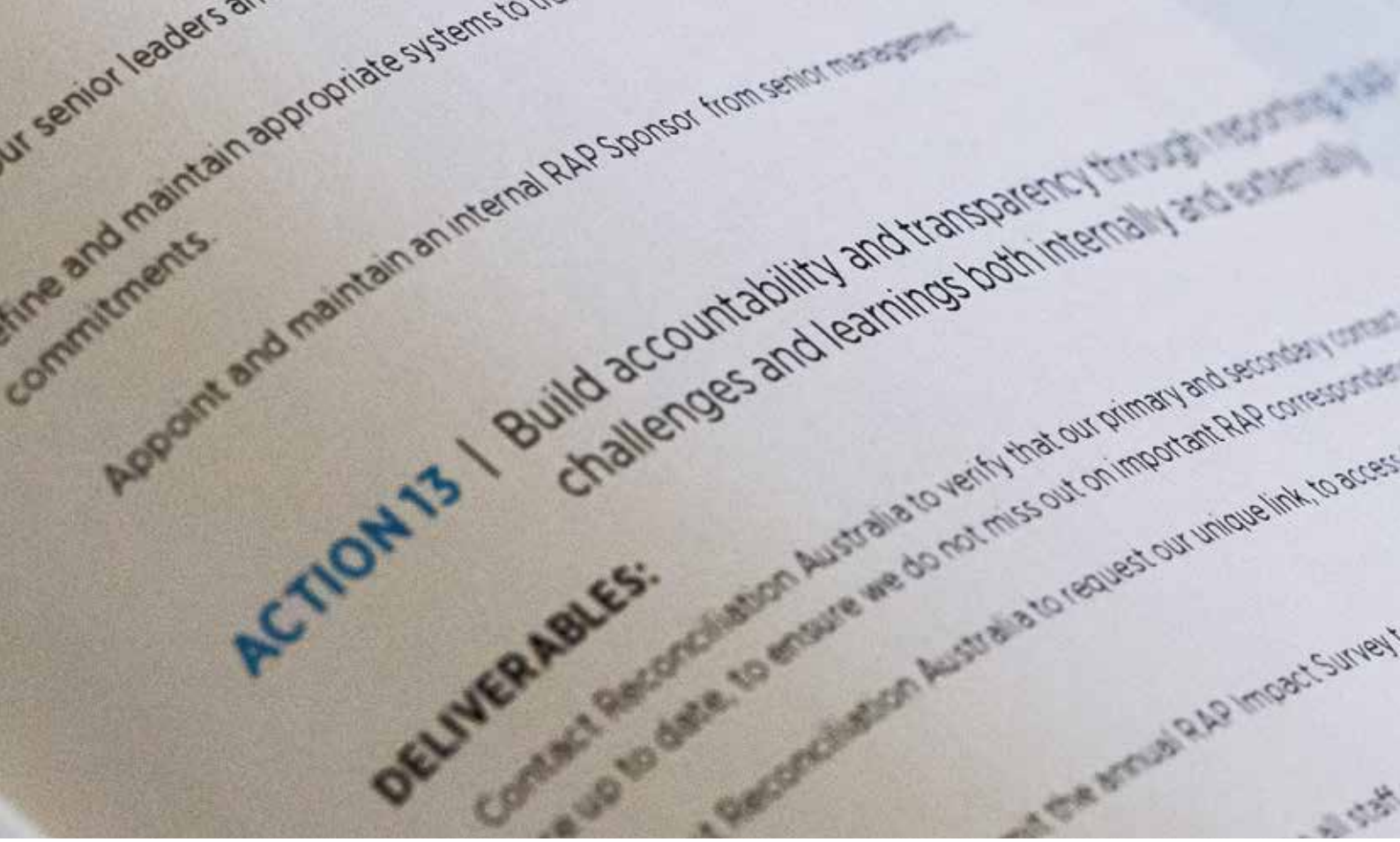
Chevron's vision is to be the global energy company most admired for its people, partnership and performance, and we strive to meet expectations for increased competency, awareness and improved outcomes by our workforce and communities. In building our RAP, Chevron acknowledges that industry must move beyond merely meeting legislative or regulatory requirements.

We acknowledge our operations take place on Country, particularly Sea Country given our operations are predominantly offshore or on the coast, and we are committed to continuously improving our understanding of how to operate in a culturally respectful manner through developing meaningful relationships with Aboriginal and Torres Strait Islander peoples. We are also committed to establishing and continually improving policies, processes and procedures that consider the cultural importance of Country, as well as the unique experiences and perspectives of Aboriginal and Torres Strait Islander peoples and communities.

We are guided by the [Chevron Way](#), which provides a foundation for what we value, what we believe and how we behave. We place great importance on learning from and respecting the cultures in which we operate and have an inclusive work environment that values the uniqueness and diversity of individual talents, experiences and ideas. In Australia, this includes particular recognition of our relationships with the Aboriginal and Torres Strait Islander communities we engage with and impact through our business, as well as the broader Aboriginal and Torres Strait Islander community in Australia.



learn more about
the Chevron Way



reconciliation action plan

governance

The RAP governance structure has been developed to ensure appropriate escalation mechanisms are in place to manage high risk and high impact decision making. The RAP Working Group reports into the Aboriginal Affairs Steering Committee, which, in turn, reports to the Chevron Australia Leadership Team. Our RAP is co-sponsored by two Australian Leadership Team members, namely our General Manager of Corporate Affairs and our General Manager of Human Resources.

Our inaugural RAP led to the establishment of the RAP Working Group. In this RAP we have incorporated learnings by broadening representation from across the business to maximise outcomes, both in the number of teams represented and by those at the appropriate decision-making level. Another learning from our inaugural RAP was the importance of momentum in implementing RAP deliverables at our site locations. This was largely due to some duplication with similar committees, leading to fatigue and time constraints. As a result, the site activation teams were consolidated within the RAP Working Group to reduce duplication of effort, ensure consistent messaging and enable appropriate decision-making level representation on all RAP initiatives.

Our governance structure enables a connected, strategic approach to the RAP and broader Aboriginal Affairs work programs. It spans across multiple functions and includes all levels of the organisation, and external stakeholders, to ensure the right people are engaged to inform, develop, and implement RAP objectives.

Aboriginal affairs steering committee

The Aboriginal Affairs Steering Committee (AASC) has oversight of Chevron Australia's Reconciliation Action Plan. The AASC enables cross functional collaboration at the highest level within Chevron Australia, to ensure the Chevron Way values are applied to strategic decisions that support the business plan. The AASC membership is largely position-based and includes members of the executive leadership team, key functional leads, and subject matter experts – including cultural advisors. There are several Aboriginal employees on the AASC who provide leadership and advice for topics ranging from RAP initiatives, native title, cultural heritage, community consultation and relationships.



The AASC is chaired by the General Manager Corporate Affairs, who is accountable for the Aboriginal Affairs program of work. The AASC consists of:

Decision Review Board

- | General Manager, Corporate Affairs (Chair)
- | Director of Operations
- | Managing Counsel (Legal)
- | General Manager, Human Resources
- | General Manager, Major Capital Projects
- | General Manager, Asset Development
- | General Manager, Health, Safety and Environment
- | General Manager, Supply Chain Management

Work Program Managers, Contributors and SMEs

- | Aboriginal Affairs, Manager
- | Diversity and Inclusion, Manager
- | Strategic Procurement and Contracts, Manager
- | Environment, Manager
- | Aboriginal Employment and Culture Consultant
- | RAPWG, Chair
- | Aboriginal Affairs, Senior Advisors
- | Cultural Heritage, Team Lead

governance cont.




RAP working group

Chevron Australia's inaugural RAP Working Group comprised of Aboriginal and non-Aboriginal members, representing the functions of Corporate Affairs, Human Resources, Supply Chain Management, and Operations. As we've matured and grown on our reconciliation journey, so too has our RAP Working Group, with our Indigenous Employee Network (IEN) forming part of our RAP's governance structure and having IEN committee members joining the RAP Working Group. Collaboration across the business at all levels has been an important element to aligning on and activating our RAP, where we focus on shared goals, achieving outcomes and incorporating past learnings in all activities.

The RAP Working Group is co-chaired by the Manager for Aboriginal Affairs and an Indigenous Employee Network committee member. The RAP Working Group consists of members from a range of teams across the Australian Business Unit and has diverse representation.

Members of the RAP Working group are represented by the following core areas of the business:

Corporate Affairs	Human Resources	Operations (Supply Chain Management)	Operations (Barrow Island)	Operations (Wheatstone)	Indigenous Employee Network (IEN)
Aboriginal Affairs Manager	Diversity and Inclusion Manager	Strategic Procurement and Contract Manager	Gorgon Person In Charge (PIC)	Wheatstone Person In Charge (PIC)	IEN Australia Chapter Lead
Senior Advisor - Aboriginal Affairs (Native Title)	Aboriginal Employment and Culture Consultant	Contracts Governance and Compliance Coordinator	Barrow Island Aboriginal Representative	Wheatstone Aboriginal Representative	IEN committee/member
Senior Stakeholder Engagement Advisor	Downstream representative	Local Content Lead	Site Services Supervisor	Site Services Supervisor	IEN committee/member
Partnerships Advisor Corporate Affairs		Maintenance Contracts Team Lead	WA Asset Manager	Offshore Installation Manager	

 ① Chevron's RAP working group celebrate conditional approval of the new RAP from Reconciliation Australia. ② + ③ Members of our Indigenous Employee Network host a stand at Chevron's Harmony Day celebrations - an event showcasing the diversity of our workforce by sharing food, fun and cultures. ④ Chevron employees came together to produce a beautiful community canvas with the help of local Aboriginal artist Jade Dolman. This collaboration promoted teamwork and a shared understanding of Aboriginal cultures. The final product is proudly and prominently displayed at Chevron Australia's headquarters.



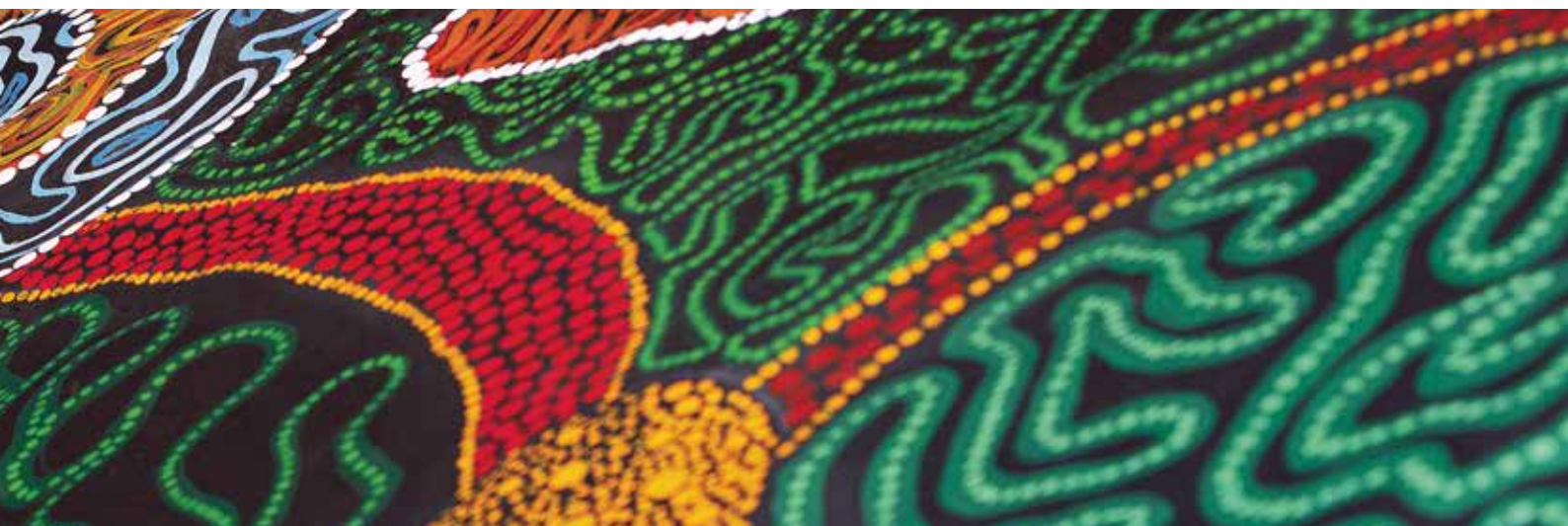


Indigenous employee network

The Indigenous Employee Network (IEN) is a volunteer-led employee network that creates a safe space for all Indigenous peoples and allies within Chevron Australia. The network welcomes all members of the Chevron workforce to participate as a committee member or general member. IEN aims to facilitate an inclusive and collaborative workplace where Indigenous cultures are celebrated, and Indigenous peoples have equal opportunity to succeed and can take pride in being their authentic selves.

The objectives of IEN are to hold a safe space for member networking; advocate for increased connection across the enterprise and community; promote education and understanding of Aboriginal and Torres Strait Islander cultures; and support the delivery of Reconciliation Action Plan commitments.

The Chevron Australia chapter of the IEN has two co-leads and an Executive Sponsor. The committee comprises Aboriginal and non-Indigenous members who support more than 500 members across Chevron's Australian operations.







Throughout the process of developing this RAP, we **acknowledge the challenges** faced in implementing the inaugural RAP.

In addition to the governance challenges identified in the previous chapter, a key factor was COVID-19, which inhibited our ability to interact with our stakeholders, rights holders, partners and, to some extent, our employees given the restrictions on travel and personal interaction. It changed the way we did business and required significant redirection of resources to develop ways to operate in a new normal.

Over the past year, Chevron Australia has focused effort and resources on Traditional Owner and community member engagement, particularly in the regulatory approvals sphere, highlighting the importance of co-designing consultation on Environmental Plans to manage impacts to Country and cultural heritage. Chevron Australia acknowledges that while specific Aboriginal and Torres Strait Islander peoples' Engagement Plans were not developed under the previous RAP, engagement with Aboriginal and Torres Strait Islander rights holders has occurred regularly. To formalise the process, Chevron Australia has been working with the relevant Prescribed Bodies Corporate (PBCs) and rights holders to agree and formalise our ways of working together, to ensure the right people are consulted at the right time. With these plans now under development, we hope to deliver mutual benefit

and collaboratively manage many of the expectations and demands that are imposed on PBCs, which can divert focus from their own strategic priorities, leading to far reaching implications on the economic and social well-being of their community.

During the COVID-19 period, many training and education courses that had been developed were put on hold, which impacted the continuity of cultural learning initiatives. However, over the past 12-18 months, we have activated various learning opportunities to enhance workforce cultural capability and inclusion efforts. These include the Better Learning series and Aboriginal Cultural Awareness Training for employees and supervisors, which aim to foster a deeper understanding and appreciation of diverse cultures within the workforce. We also launched our first mandatory training course for our workforce, *An Introduction to Aboriginal and Torres Strait Islander Culture*, which was developed in consultation with our Aboriginal and Torres Strait Islander workforce. These learning opportunities will form part of the Cultural Learning Strategy that will be developed during this RAP.

  Brian Hayes, Chevron Australia Cultural Advisor and Thalanyji Elder, on country during a Chevron cultural heritage learning tour.



reconciliation action plan

reflections

inaugural RAP highlights

91%
complete

Since 2019, 91% of the inaugural RAP deliverables are complete or actively ongoing. here are some key highlights:



new policy

aimed at enhancing economic participation and sustainable business outcomes



967

employees completed online cultural awareness training



6

Indigenous Sea Rangers employed at Onslow



3.4%

of employees have identified as Aboriginal and / or Torres Strait Islander people



IEN

Chevron's Indigenous Employee Network joins RAP governance structure



29%

of Chevron Community Spirit Funds awarded to Aboriginal and Torres Strait Islander organisations



13

Direct contracts with Aboriginal and Torres Strait Islander businesses



training

implemented face to face cultural awareness training for employees and supervisors



partnerships

NAIDOC Perth, Stars Foundation, CSIRO, Conservation Volunteers Australia



Although we've faced challenges with our RAP implementation, we've also made significant accomplishments in many business areas that **we're extremely proud of.**



partnerships

Chevron Australia is committed to investing in the communities associated with our operations. Through our partnerships, we strive to build collaborative, sustainable and trusting relationships. Chevron Australia partners with a variety of organisations, including those that have direct benefits for Aboriginal and Torres Strait Islander peoples, such as NAIDOC Perth, the Stars Foundation, CSIRO Living STEM, Teach Speak Hear (TSH) [formerly Telethon Speech and Hearing], Swans in Onslow and Conservation Volunteers Australia. Chevron Australia also provides support to local community groups through the Community Spirit Fund, giving up to \$15,000 in donations to eligible non-profit organisations in Northwest Western Australia. In 2023, 29 percent of the fund's successful applicants were Aboriginal and Torres Strait Islander organisations, receiving a total of \$90,000 for projects supporting education, environment, thriving communities, and health and wellbeing.

supply chain

The 13 direct contracts that Chevron Australia has established with Aboriginal and Torres Strait Islander businesses highlight the company's dedication to encouraging sustainable economic development and creating opportunities.

These collaborations offer various advantages, such as providing employment prospects for Aboriginal and Torres Strait Islander individuals and bolstering Aboriginal and Torres Strait Islander owned businesses.

Engaging with these enterprises promotes job opportunities and contributes to enhancing the social well-being of Aboriginal and Torres Strait Islander peoples and communities.





cultural awareness training

In 2024, following consultation with our Aboriginal and Torres Strait Islander employees, Chevron Australia successfully launched its inaugural mandatory computer-based Aboriginal and Torres Strait Islander Cultural Awareness training. To date, almost a thousand employees have completed this program. This training aims to deepen our employees' awareness and understanding of Aboriginal and Torres Strait Islander peoples' connection to land, their cultures, peoples and histories. Additionally, we are offering in-person sessions for team members or supervisors as a part of our Aboriginal Cultural Learning Journey. Our staff also have the option to undertake the self-guided cultural heritage walk around our office building tour of our One The Esplanade, which offers insight into the cultural importance of 'Gumap', the site where our Australian headquarters stands.

informal cultural learning

The Indigenous Employee Network has been instrumental in providing informal cultural learning opportunities across our workforce. Some of the IEN's recent efforts include offering language classes with Gina Williams and Guy Ghouse, organising tree planting days for volunteers, and hosting 'lunch and learn' sessions with notable guests like Tanya Hosch, Benson Saulo, and Jim Morrison. The IEN has also long been at the forefront of leading events for National Reconciliation Week and NAIDOC Week, which include sports competitions, special NAIDOC Week polo shirts, and Aboriginal and Torres Strait Islander themed food at our work sites. Chevron Australia celebrates the IEN's dedication to fostering reconciliation through initiatives that unite our workforce, encourage respect, and create a welcoming environment for learning about and celebrating Aboriginal and Torres Strait Islander cultures, knowledge, and experiences.



Indigenous sea ranger program

The Indigenous Sea Ranger Program, initiated as part of the Wheatstone Project approvals, has had positive impacts on the local environment and Onslow community. Employing six full-time rangers, the program plays a critical role in monitoring the Onslow Back Beach nesting turtle population and emerging hatchlings. This monitoring supplies important data on nesting success rates, observed predation rates and helps devise conservation strategies for flatback turtles along the Onslow coastline.

Further to monitoring activities and working with industry specialists, the rangers have aided the rehabilitation processes on Thevenard Island by gathering local seeds and cuttings. After being propagated in Perth and acclimatised to the Onslow environment, over 120,000 native plants were replanted within nine months. This effort is crucial to restoring the island's environment to a condition consistent with surrounding environments.





case story

chevron pilbara ear health program continues to thrive

Chevron Australia has proudly partnered with TSH since 2011 to deliver the Chevron Pilbara Ear Health Program, a leading model of integrated ear health service in Australia focusing on Aboriginal and Torres Strait Islander ear health, education, prevention, and capacity building.

Unique to Western Australia, the program provides services from mobile hearing screening and surveillance through to diagnostic testing and medical intervention. There are also pathways through to allied health supports to address the significant ear health and speech concerns.

The program aims to improve children's ear health to alleviate the impact of middle ear disease on speech and language development and subsequent school performance. Over the past 13 years, more than 15,000 people have received ear health screenings through the program. These services have the potential to positively contribute to educational and lifelong outcomes for children living in remote communities in the West Pilbara.

"The most important relationships that have been cultivated over the years are with our client group", explains Ear Nose and Throat Specialist Dr Aanand Acharya. "We have witnessed children we treated many years ago grow up into young adults, some of them now having children of their own and re-engaging with the program for the benefit of their children to optimise their outcomes and opportunities".

The program's success derives from collaboration, teamwork, and a shared vision for improving access to hearing, education, and allied health services. Importantly,



the program implements capacity building initiatives and education opportunities that are culturally appropriate and meaningful across the different generations and communities.

Seeing the long term and generational impacts of the program is incredibly rewarding and a testament to the success of the Chevron Australia and TSH partnership.

meaningful impacts

When Rebecca Narrier received a call from Chevron Pilbara Ear Health Program staff to advise that her 10-year-old daughter Rochelle, a proud Banjima and Torres Strait Islander girl, had failed her hearing screening test, she was in complete shock. While Rochelle's brother had experienced ear troubles when

📹 ① The Chevron Pilbara Ear Health Program is supported by a team of screeners, community liaison officers, nurse practitioners, audiologists and an ear, nose and throat specialist. ② The program is delivered across the West Pilbara. ③ Rochelle Narrier was fitted with a bone conduction hearing device which improved her hearing. ④ Visit tsh.org.au to learn more.

he was younger, there had been no prior indications that Rochelle had any form of hearing loss. No runny ears. No failed hearing tests. No struggles with schoolwork.

“Sure, I had to talk a little louder to get her attention, but I thought she was just being a normal kid and ignoring her mum,” explains Rebecca. “You know what children can be like – sometimes it feels like their ears are just painted on!”

Rochelle was seen by the program audiologist and diagnosed with a moderate hearing loss, caused by otitis media in both ears (fluid behind the ear drums).

“They told me Rochelle would be a good candidate for a bone conduction hearing device,” said Rebecca. “We decided to test one out. It was amazing. I was standing behind Rochelle and I whispered something quietly to the audiologist – which Rochelle heard. I admit that made me quite emotional.”

Rochelle’s beaming smile and her improved responses in the clinic combined with testing confirmed her hearing had significantly improved.

“Her excitement was contagious,” explains TSH Outreach Lead-Ear Health, Trude Hallaraker. “The impact of this is significant for Rochelle, not only on her learning at school but in all areas of her life.”

Rebecca expressed initial concerns that Rochelle may feel self-conscious wearing the new device but found it was just like wearing a headband. “All of the other kids in her school support her and she’s learned how to adjust the volume too, because when she first went back to school everything seemed a bit louder.

“Her hearing is so much better, and we are finding it so much easier to communicate at home and in public.”

Rochelle has since seen the program ENT and will be reviewed early in the new year to see if surgery may help to treat the otitis media and restore her natural hearing. In the meantime, Rochelle will continue to be supported by the Chevron Pilbara Ear Health Program team in Karratha, who will monitor her for any additional support she may need.

Otitis media is a common childhood ear condition which can impact a child’s hearing. While the condition may resolve by itself, in some cases it may require medical treatment, fitting with a hearing device or referral to other services such as educational or allied health supports.



case story



stars foundation – supporting a brighter future

Stars Foundation empowers First Nations girls to participate and succeed in school and beyond. The partnership with the Gorgon Joint Venture enables Stars Foundation to support students in Perth and the Pilbara to attend and remain engaged at school, complete Year 12 and transition into further study or employment.

“Stars Foundation runs school-based engagement programs for First Nations girls and young women, focused on educating and empowering the next generation,” Stars Foundation Executive Director, Andrea Goddard said.

“We do this by having full-time mentors working in our partner schools. Stars offers partner schools a holistic support program that makes school a better place to be for the students and makes sure there is always someone there who deeply understands their needs, as well as some of the other complexities which might otherwise prevent them from succeeding at school.

“This approach encourages Stars students to stay at school and succeed in education while taking positive next steps

into their life – whether that’s further education, training or going directly into the workforce.”

Ensuring the necessary funding for the Stars Foundation programs to operate in 53 schools across Australia is crucial, with the Gorgon Joint Venture contributing to funding 15 of the 26 school programs in Western Australia. However, as highlighted by Ms Goddard, this financial support represents just one facet of the Project’s broader commitment to supporting First Nations girls.

“A partnership with the Gorgon Joint Venture not only contributes vital funding for our programs to operate but it also provides a whole lot of other opportunities for girls to have exposure to an industry and a sector, as well as employment pathways and opportunities,” said Ms Goddard.

“We will sometimes have representatives from Chevron Australia as Operator of the Gorgon Project come and talk to the girls about their business, the sector and career pathways and roles they may have an interest in.

“It also allows Stars to take students to worksites and to meet people onsite who can talk about their own work experiences and to consider possibilities otherwise unavailable.

reflections cont.



①



②

“It’s beneficial to expose Stars students to a wide range of careers so that they can start to think about subject selections while they are still at school.

“We’re grateful to have partners like the Gorgon Joint Venture, who believe in our mission and our vision to create equal opportunities for all young people across the country and support the work that we do empowering First Nations young women.”



③

📷 ① + ② Students visited Chevron’s Perth headquarters to learn about our operations and career opportunities in the energy industry.
 ③ Stars students celebrate NAIDOC Week.

case story



COVID-19 onslow response

During the challenging period of COVID-19, Pilbara resource companies stepped up and delivered relief to some of our most vulnerable community members. With Onslow being the closest and most connected community to our operations, Chevron Australia took direct action to protect Onslow community members, with a focus on Aboriginal and Torres Strait Islander peoples. As the COVID-19 pandemic evolved and spread, so did our response. Our strength in Onslow has always been our open, transparent, and collaborative relationships which stood us in good stead during COVID-19.

Our response during the pandemic was driven by community need and a willingness for cross agency collaboration. During this time, we increased the frequency of meetings with key stakeholders in Onslow, including all Aboriginal Prescribed Body Corporates (PBCs), the COVID taskforce (including Western Australian Police [WAPOL], Western Australian Country Health Services [WACHS], local government and industry representatives), Aboriginal Elders and our key social investment partners. Our response was driven by listening to our community and ensuring we understood their needs to deliver what they needed.

Our early response included ensuring we segregated our fly-in, fly-out (FIFO) workforce from the Onslow community

by separating community members on flights and curtailing our workforces' recreational activities in Onslow. This ensured vulnerable community members were unlikely to be impacted by potential site outbreaks while continuing to offer the community access to flights during this period. We prepared for worst case scenarios by working with the Department of Communities to supply 100 emergency relief hampers purchased from Foodbank WA for Onslow community members identified as at risk and in need by the Department. These packages included an emergency food hamper, a cleaning hamper, hand sanitiser and 20 face masks.

The Foodbank hampers were delivered by the Chevron Australia's Indigenous Sea Ranger team, and we saw firsthand the positive effect that reaching out to community had. Having local Aboriginal peoples delivering support to the Onslow community provided reassurance we were all in this together.

The Onslow COVID-19 response pivoted when the vaccine roll-out began and in conjunction with the Traditional Owners, the Thalanyji peoples, we identified a building that could host a vaccination centre. We ran an intensive community information campaign including free community BBQs, Bower shed yarns with our medical staff, social



media and a mobile pop-up clinic, which visited local stations and Aboriginal communities to encourage vaccinations. Our collaboration with WACHS included extending the expertise of Sonic Health Plus from Wheatstone into town for pop-up clinics and a vaccination hub which ran from early December 2021 to mid-March 2022. During this time, 590 vaccinations were administered – almost 75 percent of Onslow’s population, of which 138 people identified as Aboriginal or Torres Strait Islander.

Ernie Dingo joined us for a brief vaccination tour where we helped facilitate his visit with community.

Our main efforts in Onslow during the initial waves of the pandemic was to continue to work with the Department of Communities and the Onslow Chamber of Commerce and Industry to identify COVID-19 impacted families, providing real time, on the ground support delivering care packs and necessities and helping them remain connected with community.



📷 ①+③ Contributing to the local community beyond our direct operations can build better and stronger communities, enhancing the quality of life for those who live and work in the Pilbara region. ② The residential population of Onslow is around 900.

Caring for country and community: reviving our wetlands

As national partner for the initiative, led by Conservation Volunteers Australia (CVA), Chevron Australia is supporting the restoration of ten wetlands across Australia.

Wetlands are amongst the most productive and biodiverse ecosystems in the world. Growing global research is unlocking their potential as natural carbon sequestration and storage systems capable of trapping carbon in plants and sediment below the water.

Chevron Australia has participated in local community work to protect the environment alongside CVA for more than 17 years. In 2021, significant expansion of the partnership catalysed CVA's journey toward reconciliation, with the development of the organisation's first Reconciliation Action Plan (RAP).

CVA Chief Executive Officer Phil Harrison said caring for Country – our land, seas, and communities – is at the heart of everything CVA does.

“We recognise the invaluable cultural knowledge and wisdom held by Aboriginal and Torres Strait Islander peoples, who have cared for nature since time immemorial.

“Our partnership with Chevron Australia provided the support we needed to develop and implement our first RAP and to centre the knowledge and expertise of Aboriginal



and Torres Strait Islander peoples in our conservation efforts. Through this collaboration, we aim to deepen our connection to Aboriginal and Torres Strait Islander peoples' cultures to create a more sustainable future for all Australians,” Mr Harrison said.

Chevron Australia Aboriginal Affairs Manager Melissa Smith said Chevron Australia's partnership with Conservation Volunteers Australia has broadened our network of engagement with Aboriginal stakeholders beyond those of our direct operations.

“As a result, we have indirectly supported Traditional Owner groups across the country, including supporting First Nations businesses to participate in Caring for Country activities as part of the Revive our Wetlands delivery, providing volunteer opportunities and sourcing native plants and seedlings,” Ms Smith said.

case story

📷 ① + ④ Volunteers at a CVA Revive our Wetlands initiative, which included community activities such as planting, installing waste reduction signage and data collection on wetland bird species. ② Chevron volunteers help clean up Point Walter foreshore during World Wetlands Day. ③ The partnership supports activities by CVA in a number of ways.



reflections cont.



A Welcome to Country or smoking ceremony is held at all significant CVA events to acknowledge and respect the deep and continuing connection Aboriginal and Torres Strait Islander peoples have to the lands, seas, and communities.

In recent years, CVA volunteers have further deepened their connection to nature and cultures at talks and tours about bush medicines and foods, traditional crafts and weaving workshops and learning about healing Country with fire.

Pivotal to the success of the Revive our Wetlands initiative in Gladstone Queensland, has been working alongside Byellee Traditional Owners to host a range of community engagement events celebrating important cultural and environmental dates, such as NAIDOC Week, World Wetlands Day and National Tree Day.



Activities have included knowledge sharing by walking and sailing on Land and Sea Country, and carrying out Caring for Country activities such as planting native vegetation, invasive weed removal, native seed collection and nest box installation.

Byellee Elders Cecelia and Tricia Eggmolesse shared that Caring for Country plays a significant part in their lives as Aboriginal and Torres Strait Islander peoples.

“We greatly appreciate CVA’s participation, support and involvement to allow for this to happen.”

Additionally, through the implementation of their Reflect RAP, CVA actively seeks to engage and support Aboriginal and Torres Strait Islander peoples owned businesses. In the past 12 months (to September 2023), CVA has engaged 57 Aboriginal and Torres Strait Islander peoples owned businesses. By partnering with these enterprises, they aim to promote economic empowerment within Aboriginal and Torres Strait Islander communities.





case story

chevron australia and CSIRO celebrate milestone achievements in living STEM program's first year

Chevron Australia and CSIRO proudly commemorate the successful completion of the inaugural year of the Living STEM program—a transformative three-year initiative designed to strengthen the bond between Aboriginal and Torres Strait Islander peoples' knowledge and the classroom.

Launched officially in August 2023, Living STEM empowers primary and secondary school teachers by providing them with training and resources to integrate Aboriginal and Torres Strait Islander peoples' scientific knowledge into STEM education, fostering a richer and more inclusive learning experience.

Living STEM's primary focus is to make STEM subjects more relatable for students, thereby enhancing engagement, improving educational outcomes, and cultivating stronger partnerships with families and communities.

The program spans a diverse range of scientific disciplines, including chemical, earth, physical, and biological sciences, integrating hands-on projects developed collaboratively with local schools and communities.

Throughout 2023, Living STEM gained remarkable momentum, culminating in the successful inaugural CSIRO

Living STEM Showcase event held in Dampier in November.

This event served as a platform for more than 80 educators and school staff to present and showcase the various Aboriginal and Torres Strait Islander peoples' projects implemented in classrooms during the year. Attendees experienced a vibrant and culturally rich event featuring cultural demonstrations, dances, and performances that deepened the connection to land and cultural heritage.

The showcase event featured insightful presentations by Aboriginal and Torres Strait Islander science champions, showcasing exemplary projects that bridge western science with Indigenous knowledge.

Highlights included investigations into residue in grindstones at Ngaanyatjarra Lands School, water filtration learning programs bridging the gap between western science and Aboriginal and Torres Strait Islander peoples' knowledge at Onslow Primary School, and sophisticated engineering and technology applications in monitoring Murujuga petroglyphs presented by Curtin University scientists and Murujuga Aboriginal Corporation.

Chevron Australia's General Manager Asset Development, Michelle LaPoint, expressed pride in partnering with CSIRO



for the Living STEM program. She emphasised its role in encapsulating the benefits of learning from the world's oldest continuing living cultures, fostering a deeper connection between Aboriginal and Torres Strait Islander peoples and school children across Western Australia.

CSIRO Director Education and Outreach, Ruth Carr, highlighted the program's use of Two-way Science principles developed with Aboriginal desert schools. This approach allows students to explore STEM subjects that value and connect with their cultural identity, resulting in increased engagement and enthusiasm for learning.

Living STEM is a manifestation of Chevron Australia and CSIRO's commitment to supporting reconciliation and the innovation of Australia. By celebrating and respecting diversity and history, the program contributes to the broader goals of reconciliation and innovation as integral components of the nation's identity.



📷 ① From left: Sarah Hicks (Murujuga Aboriginal Corporation), David Broun (CSIRO), Rebecca Mackin (Onslow Primary School) & Irene Hayes (Onslow Primary School) demonstrating water filtration techniques used by Aboriginal and Torres Strait Islander peoples. ② Ranger Sarah takes teachers on tour of landscapes and rock art at Ngajarli. ③ Living STEM inquiry activity.



case story

Gumap - one the esplanade

At Chevron Australia having a work environment where cultural diversity and inclusion is celebrated is incredibly important.

Throughout the development of One The Esplanade, Chevron Australia's new headquarters at Gumap / Elizabeth Quay in Perth, cultural safety and respect for the traditions of first Australians were guiding principles and this is reflected throughout the building.

Noongar representatives Barry McGuire, Kim Collard and Carol Innes were instrumental to ensure cultural safety was a cornerstone of the building's design and construction. It was important to provide a workplace that is centred on the wellbeing of our people and recognises our sense of place at Gumap / Elizabeth Quay.

In addition to sharing Noongar cultural advice and advising on cultural safety, Barry, Carol and Kim influenced the design and key features of the building including artwork, meeting room names and landscaping.

Together, we have worked to ensure we have the right energy throughout the building - from the lobby to the workspaces and meeting rooms - anyone who enters our headquarters feels welcomed and included.

The Whadjuk Noongar representatives performed a number of incredibly special and significant cleansing and welcome

ceremonies to formally bless key milestones and features in the building. The ceremonies conducted include:

- Ground-breaking of site
- Reception desk wood - both onsite and in position in the Lobby
- Tuart tree in lobby - both on site and in position in the Lobby
- Topping out ceremony
- Welcome ceremony to officially open One The Esplanade, Chevron Australia's new headquarters

A number of meeting rooms throughout the building have Whadjuk Noongar names, with the purpose of reflecting the cultural heritage of the site and Traditional Custodians of the land. An example is Gumap, the name of the Auditorium, which is the Noongar name of land now known as Elizabeth Quay.

The river and site of One The Esplanade influenced the landscaping, particularly on the outdoor deck, with plants chosen to reflect varieties endemic to the area. The cultural architects provided guidance as to the type of plants used and what would have been present in generations past.

One The Esplanade is a space that celebrates and respects Whadjuk Noongar cultures and country and this is visible through the extensive art collection. Artworks by local

📷 ① A beautiful Welcome to Country is performed on the future site of Chevron's now-built headquarters, located at Elizabeth Quay in Perth, Western Australia. ② Boodjara Kora Kaadidjiny (The Land Remembers) art installation by celebrated Noongar artist Sharyn Egan was commissioned by Chevron Australia to symbolise the coming together of people. ③ Kim Collard presents to guests at a celebration for the completion of the art program on display at Chevron's headquarters.



and national Aboriginal artists are seen throughout the building but nowhere more prominent than in the Lobby or reception area. On this floor there are two significant commissions that reflect Whadjuk Noongar cultures and pay respect to their ancestors and the land where the building is located.

In Gumap, the Auditorium, Barry, Carol and Kim gave a formal Welcome to Country on behalf of their Ancestors. The words 'Koorah YeYe Boordawyn' symbolise the Whadjuk Noongar past, present and future connection with this land, and also reflects the partnership between Chevron Australia and Whadjuk Noongar peoples. Represented as a sculptural artwork on the wall of the Auditorium it also commemorates the opening of One The Esplanade in 2023. The words honoured in this artwork were composed by Barry, Carol and Kim and reflect the markings made on Noongar implements, symbolising cultural significance and connections. A ceremonial boorn waangkiny (message stick) has many reasons for use and carries many messages as a form of communication between Nations. For thousands of years this place has been a place of gathering. This artwork enshrines this message today and forever more.

Boodjara Kora Kaadidjiny (The Land Remembers) was commissioned by celebrated Whadjuk Noongar artist Sharyn Egan to symbolise the coming together of people. Located at the entrance to Chevron Australia's headquarters, the artwork welcomes all to the building draws its primary inspiration from a strong sense of place. It specifically celebrates the original meeting grounds of the Whadjuk Noongar peoples, now known as Elizabeth Quay, and symbolically reaches out to the entire Noongar nation and other peoples beyond.



📷 ① + ② Jim Morrison presenting and then discussing his documentary *Genocide in the Wildflower State* at Chevron headquarters Gumap Auditorium. ③ The presentation formed part of Chevron's calendar of events during National Reconciliation Week. ④ Barry McGuire provides a very special Welcome to Country for the screening.

case story



truth telling with Dr Jim Morrison

Over a transformative weekend in 2022, our organisation took an impactful step forward in our reconciliation journey by engaging with the highly respected Dr Jim Morrison. Jim is a Minang-Goreng Noongar Elder, a Traditional Custodian of WA's pristine southern coast, 2023 WA Local Hero Nominee, 2023 NAIDOC Perth Male Elder of the Year, 2017 John Curtin Medal recipient for vision, leadership and community service, the founding member of Reconciliation WA, as well as CEO of the West Australian Stolen Generations Aboriginal Corporation and Yokai Healing Our Spirit.

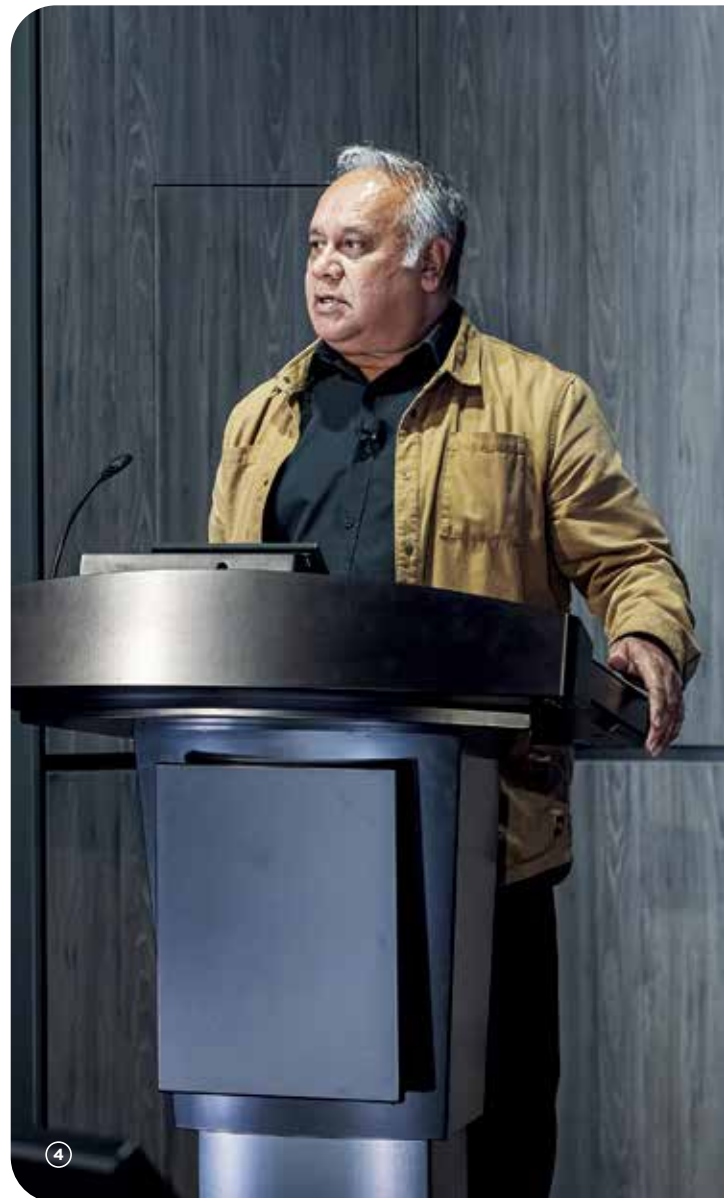
Jim has spent more than five decades in various positions advocating for unfulfilled rights of the Stolen Generation and their families, the unacceptably high rates of mental health and suicide in his community, Aboriginal Elder care, trauma informed healing programs, equity in access to culturally safe services, and supporting the formation and management of Aboriginal organisations for Aboriginal families and communities.

The event was held online enabling the Chevron Australia workforce to participate in the discussion from all work locations. One of the attendees, Jye Collins, Gorgon Production Manager at the time of the event expressed the importance of the conversation. "The purpose of the session was to help create awareness for our workforce in support of the RAP through providing education on aspects that impact or have impacted families and communities across the country," Mr Collins said.

Dr Morrison offered invaluable insights into his work that spans from aged care to youth programs. His frank discussion on the mental health and suicide rates within Aboriginal communities provided a poignant backdrop for understanding the importance of the contribution we can make towards Closing the Gap. Some of the ways Chevron Australia is specifically contributing is through our social investment programs, education to employment pathways including cadetships, apprenticeships, traineeships and



reflections cont.



employment opportunities, or through our supply chain via business development and contracting opportunities, and through respectful engagement and consultation practices with rights holders relevant to our operations.

Closing the session on a reflective note, Dr Morrison shared stories of inspiration from his life that spoke to the collective spirit of resilience. He emphasised the importance of role models and the transformative power of their stories.

Dr Morrison's impactful work with the Aboriginal Corporation, Yokai, is a beacon, motivating us to consider our role in the reconciliation process. His call to action resonates strongly, urging business to proactively address key issues and contribute meaningfully to Closing the Gap. Dr Morrison's historical perspective, especially regarding

the 1997 'Bringing Them Home' report, reinforced the need for our business to embody practices that reflect our commitment to truth, justice and healing.

This event, a pivotal component of our ongoing Reconciliation Action Plan, showcased the power of shared narratives and illuminated pathways towards healing within our business and the broader Australian community. Further to this, Chevron Australia has since provided funding to support the completion of Yokai's *Genocide in the Wildflower State* documentary, recording the stories of Stolen Generation survivors and their families.

case story



safespear

In 2021, Chevron Australia signed a five year contract with Safespear, a Supply Nation certified Aboriginal-owned business whose mission is to innovate, design and supply world-class safety solutions to ensure workers return home safely to their families.

The relationship between Chevron Australia and Safespear began in 2014 through the West Pilbara Business Support Program and has now evolved into a direct contract as part of Chevron's ongoing commitment to drive sustainable outcomes and development opportunities for Aboriginal and Torres Strait Islander businesses.

Safespear provide goods and services, such as lifting and rigging equipment, across all of Chevron's Australian assets, including the Gorgon and Wheatstone LNG projects. Safespear is also contracted to supply portable electrical equipment and pressurised hot work controls, demonstrating the capability and diversity of Safespear's service. Chevron Australia Contracts Advisor Megan Kavaliunas said the expansive scope of the contract was the

result of proactive engagement between Safespear and the Chevron Australia Supply Chain team in Perth and across the assets.

"We worked collaboratively across our assets to create and identify opportunities for Safespear to showcase their products and services and facilitated the development of enduring relationships with business owners. In addition, we identified relevant procurement opportunities that integrated Safespear's capabilities into our pipeline of work for maintenance and turnarounds, ensuring diversity in our contractor base and providing sustainable outcomes for Safespear," Ms Kavaliunas said.

To facilitate the contract with Safespear, Chevron Australia adapted its contracting process to implement enhanced engagement, support and collaboration between both parties. The process provided mutual learning opportunities for both Chevron Australia and Safespear - the Chevron Australia procurement team were able to grow their cultural fluency and Safespear used the opportunity to

better understand Chevron Australia and more broadly the industry's contracting and procurement process.

"Chevron Australia is proud of the relationship that we have intentionally built with Safespear. Working collaboratively with our business owners to enable ways for Safespear to support our ongoing needs for specialised safety equipment and services, ensures we can sustainably enable their growth and development. Experience with Chevron Australia and our business partners fosters opportunities for this highly respected Aboriginal business to work with other Oil and Gas operators in Western Australia, helping them create a solid client base and facilitating enduring business outcomes," said Kaye Bell, Chevron Australia Strategic Procurement and Contracts Manager.

Since partnering with Safespear, leveraging their expertise has brought numerous advantages to our business. Safespear has proven to be a vital partner, particularly in filling supply gaps, moving swiftly in emergent works, and providing competitive quotations in cost constrained situations. This partnership has allowed us to access Safespear's capability and expertise as a strategic supplement to some of our other larger contractors, enhancing our operational capabilities and efficiency.

Safespear also have an extensive network and many strategic partnerships within the industry which allows them to leverage valuable resources and insights, which in turn benefits our operations. Being local also means they have a deeper understanding of the region's needs and specifications. This enhances and supports our commitments to safety and product-line best practices.

Since 2021, Safespear has been a key contractor for Chevron Australia, demonstrating their proven capability and reliability to deliver high-quality services to our assets and contractors. Safespear's Chairman Barry McGuire said such was the success of this contract award that as news of the Chevron Australia contract made its way into the market, the more other operators wanted to engage us for the provision of the same services.

"When we started our business, we set out to use business as a powerful mechanism to enhance the lives of people who live in urban, regional and remote parts of Australia. To this end, we established the Spear Foundation, to provide us with a vehicle to invest a percentage of company profit in support of local communities and to realise our belief that a strong cultural base leads to strong people who in turn lead to a stronger community. In so doing, Chevron Australia and Safespear are working side by side with commercial heads and community hearts," said Barry McGuire.



The contract with Safespear signified a milestone in Chevron Australia's reconciliation journey, enabled by the supply chain and operations teams' willingness to commit to building long-term relationships with Aboriginal and Torres Strait Islander owned businesses and help contribute to enhanced economic outcomes. Chevron Australia will continue to look for ways to work with Safespear and embed their services into our operations and foster their growth and development as an Aboriginal-owned business leading in this industry.

📷 ① The Safespear team L-R with Francois V Witbooi, Liza McGuire, Aaron Teague and Barry McGuire ② Strategic Procurement and Contracts Manager Kaye Bell with Safespear Chairman Barry McGuire.

chevron's Indigenous employee network global conference

The Indigenous Employee Network (IEN) is an internal global network of Chevron employees who identify as Indigenous peoples or allies of Indigenous peoples. The network was established in 2022 as an expansion of the Boola Moort network which was founded in the Australian Business Unit in 2008. The network name was selected to be inclusive at a global level of all Indigenous peoples across the countries where Chevron operates. While the name may imply it is for Indigenous peoples only, the employee network welcomes non-Indigenous members who actively support the rights, respect the cultures, listen and learn from the voices and experiences, and stand with Indigenous peoples. This is also the case with all other employee networks at Chevron, such as our Pride Network, Women's Network, Veteran's Network, Asian Employee Network and Enabled Network. Membership is inclusive and open to any employee regardless of gender, race, sexual orientation, age, disability, military service or nationality and want to support the network's mission, vision and objectives. In instances where Aboriginal and Torres Strait Islander peoples only forums are held, these are convened by Human Resources to maintain individual's confidentiality. The IEN aims to promote cultural awareness and safety, reconciliation, and career development for its members and the wider enterprise.

In 2023, the IEN celebrated its first anniversary by hosting a global conference in Houston, Texas. The conference was

attended by representatives from all the Chevron business units that have IEN chapters, including Australia, Canada, and the United States. The conference was an opportunity for the international teams to meet, share their experiences and best practices, and discuss the future direction and goals of the network.

The conference featured several keynote speakers from the enterprise, who presented on various topics related to the IEN's vision and mission; some of which included:

- IEN as a global entity: how the network contributes to the enterprise's values, strategy, and performance
- Creating cultural awareness and safety in the workplace: how the network educates and engages employees and stakeholders on Indigenous peoples' cultures and issues
- Developing a global reconciliation action plan framework: the global group of networks is creating a broad set of actions which include storytelling, sharing of culture, creating training and education programs for internal Indigenous peoples, which include reconciliation. This also includes advocating where possible to improve and invest in Indigenous peoples' opportunities such as employment pathways or presenting at job fairs.

case story



- How the network aligns its actions and initiatives with the enterprise's commitment to reconciliation and social responsibility
- Building mentoring and leadership growth opportunities for Indigenous employees and allies: how the network supports and empowers its members to achieve their personal and professional goals.

The conference also included a forum where the participants discussed the challenges and opportunities facing the network and its members and identified key actions and recommendations for the future. Some of the outcomes of the forum were:

- Establishing a global IEN steering committee to oversee and coordinate the network's activities and communication
- Creating a global IEN newsletter and website to showcase the network's achievements and events
- Developing a global IEN mentoring program to connect and support members across the business units
- Organising a global IEN cultural exchange program to foster cross-cultural learning and collaboration.

The conference success was due largely to the support, commitment and efforts of organisers, presenters, leaders, and attendees; more importantly it was the inspiring, brave and bold individuals who shared, educated and held space that contributed to advancing Chevron Australia's Reconciliation journey.

The IEN global conference was a milestone event for the network and its members. It demonstrated the network's growth and impact and set the direction and vision for the future. The conference also strengthened the bonds and connections among the IEN chapters and members and created a sense of belonging and pride in the network and the enterprise.

📷 ①+② Jodey Brockhurst, Chevron Sustainability Lead and then Lead of the Indigenous Employee Network (Australia Chapter) helps launch the new network in August 2022.



committed to establishing
relationships



We value respectful relationships as the foundation for reconciliation. By listening, connecting, and building trust, we can achieve much more together. We are dedicated to working with Aboriginal and Torres Strait Islander peoples and their communities to establish mutually beneficial and enduring relationships based on the values of inclusion, transparency, respect and accountability.

	TIMELINE	RESPONSIBILITY
ACTION 01 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.		
DELIVERABLES:		
Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations relevant to our business to develop guiding principles which inform future engagements including communication, partnership opportunities, cost recovery, and risk management.	December 2025, 2026, 2027	GM Corporate Affairs
Review, update, and implement Aboriginal and Torres Strait Islander community engagement plans and agreements which foster a collaborative, planned approach to working together and ensures the agreed guiding principles are applied to support mutually beneficial relationships.	April 2025	GM Corporate Affairs
Partner with Aboriginal and Torres Strait Islander communities (or Traditional Owner communities) relevant to our business to design, deliver and monitor the performance on Native Title, social and cultural heritage commitments.	July and December 2025, 2026, 2027	GM Corporate Affairs
Facilitate collaboration between government, stakeholders and partner organisations to support Aboriginal and Torres Strait Islander community-led initiatives.	July 2025, 2026, 2027	GM Corporate Affairs
ACTION 02 Build relationships through celebrating National Reconciliation Week (NRW).		
DELIVERABLES:		
Circulate Reconciliation Australia and Reconciliation WA's NRW resources and reconciliation materials to our workforce.	May 2025, 2026, 2027	Indigenous Employee Network Sponsor
RAP Working Group members and senior leaders to participate in an external NRW event.	27 May – 3 June 2025, 2026, 2027	RAP Sponsor
Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2025, 2026, 2027	Indigenous Employee Network Sponsor
Organise at least one NRW event each year at each asset.	27 May – 3 June 2025, 2026, 2027	Indigenous Employee Network Sponsor
Register all our NRW events on Reconciliation Australia's NRW website.	April / May 2025, 2026, 2027	Indigenous Employee Network Sponsor



ACTION 03 | Promote reconciliation through our sphere of influence.

DELIVERABLES:

	TIMELINE	RESPONSIBILITY
Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	April 2025	GM Human Resources
Communicate our commitment to reconciliation publicly.	October 2025, 2026, 2027	GM Corporate Affairs
Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	December 2025, 2026, 2027	GM Corporate Affairs
Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	December 2025, 2026, 2027	Lead: GM Corporate Affairs Support: GM Human Resources, Operations Director
During the contracting phase of social investment partnerships or through regular partnership check-ins, continue to work collaboratively with partners to explore opportunities that benefit Aboriginal and Torres Strait Islander peoples.	December 2025, 2026, 2027	GM Corporate Affairs
Develop and communicate RAP related stories which promote the value of reconciliation on the Company's internal and external platforms where relevant.	August 2025, 2026, 2027	GM Corporate Affairs
Update and maintain a Reconciliation intranet and external website page for all staff and stakeholders to access the RAP.	October 2025, 2026, 2027	GM Corporate Affairs
Investigate participation in an industry RAP Ring to share successes and challenges about reconciliation.	February 2025	GM Corporate Affairs

ACTION 04 | Promote positive race relations through anti-discrimination strategies.

DELIVERABLES:

Conduct a review of HR policies and relevant procedures to identify existing discrimination, harassment and bullying provisions, and any future needs.	December 2025, 2026, 2027	GM Human Resources
Review, update and communicate the expectations in the bullying, harassment, and discrimination policy to all employees.	December 2025, 2026, 2027	GM Human Resources
Maintain engagements with Aboriginal and Torres Strait Islander employees and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	July 2025, 2026, 2027	GM Human Resources
Raise awareness of company expectations on what constitutes inappropriate behaviour in the workplace, including the negative impact of discriminatory or bullying behaviours	December 2025, 2026, 2027	GM Human Resources
Educate senior leaders on the effects of racism and 'amber' behaviours (e.g. microaggressions).	October 2025, 2026, 2027	GM Human Resources



committed to driving

respect

We respect that Aboriginal and Torres Strait Islander peoples have a unique connection with Country and sea and appreciate the importance of learning from and respecting the cultures in which we operate.

We recognise the diversity of Aboriginal and Torres Strait Islander peoples in Australia and are committed to interacting with each community in a way that respects their histories and cultures as well as their ongoing connection to place.

We are committed to developing a culturally competent workplace and workforce. We believe knowledge and understanding underpins and provides a foundation for all reconciliation activities. We will work towards developing a culturally safe workplace and develop the knowledge and skills of our employees to enable effective and appropriate engagement with Aboriginal communities.

	TIMELINE	RESPONSIBILITY
ACTION 05 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.		
DELIVERABLES:		
Conduct a review of cultural learning needs within our organisation and determine the base line that all workers need to know.	June 2025	GM Human Resources
Consult and remunerate local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	July 2025, 2026, 2027	GM Human Resources GM Corporate Affairs
Develop, implement, and regularly communicate a cultural learning strategy and opportunities for our staff.	November 2025	GM Human Resources
Provide opportunities for RAP Working Group members, key functional staff, and other key leadership staff to participate in formal and structured cultural learning to support ongoing Aboriginal Affairs commitments.	November 2025	GM Corporate Affairs
Provide opportunities to develop stronger cultural competency at Chevron Australia Leadership Team level at least once per year.	June 2025	GM Corporate Affairs
Identify targeted opportunities for on Country cultural learning with Aboriginal and Torres Strait Islander Elders.	March 2025, 2026, 2027	GM Corporate Affairs
ACTION 06 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.		
DELIVERABLES:		
Increase workforce understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2025	GM Human Resources
Review, update and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	March 2025	GM Human Resources
Invite and remunerate local Traditional Owners or Custodians to provide a Welcome to Country or other appropriate cultural protocols at significant events each year.	December 2025, 2026, 2027	GM Corporate Affairs
Include an Acknowledgement of Country or other appropriate protocols within corporate presentation templates to be used at the commencement of important meetings.	December 2025	GM Corporate Affairs
ACTION 07 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.		
DELIVERABLES:		
RAP Working Group and senior leaders to participate in an external NAIDOC Week event.	First week in July 2025, 2026, 2027	RAP Sponsor
Provide opportunities for the workforce to participate in NAIDOC Week celebrations including at our assets each year.	First week in July 2025, 2026, 2027	Indigenous Employee Network Sponsor
Review HR processes, policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2025	GM Human Resources
Promote and encourage participation in internal and external NAIDOC events to all staff.	First week in July 2025, 2026, 2027	GM Human Resources



committed to supporting
opportunities

We are committed to supporting opportunities for Aboriginal and Torres Strait Islander peoples to participate in our workforce and partnering with Aboriginal communities to create social and economic value. Our goal is to provide an inclusive work environment that values the diverse perspectives, knowledge and experiences that Aboriginal and Torres Strait Islander people contribute to our workforce.

ACTION 08 | Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development

DELIVERABLES:

Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.

Develop and implement a formal Aboriginal and Torres Strait Islander recruitment, retention and professional development approach to workforce management.

Review, update and implement Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.

Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.

Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.

Encourage informal mentoring between employees and establish a formal mentoring program.

TIMELINE	RESPONSIBILITY
June 2025, 2026, 2027	GM Human Resources
November 2025, 2026, 2027	GM Human Resources
January 2026, 2027	GM Human Resources
May 2025, 2026, 2027	GM Human Resources
December 2025, 2027	GM Human Resources
February 2026	GM Human Resources



ACTION 09 | Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

DELIVERABLES:

Review and update the Aboriginal and Torres Strait Islander procurement strategy.

Investigate and establish memberships, where relevant, with Aboriginal and Torres Strait Islander businesses development associations.

Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.

Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.

Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.

Develop and communicate opportunities for procurement of goods and services to Aboriginal and Torres Strait Islander businesses using forward work plans via the Industry Capability Network of WA (ICNWA).

ACTION 10 | Invest in initiatives which aim to enhance social outcomes for Aboriginal and Torres Strait Islander peoples

DELIVERABLES:

Continue to provide funding for social investment partnerships which support health and education outcomes for Aboriginal and Torres Strait Islander peoples.

Deliver a cadetship program for Aboriginal and Torres Strait Islander students.

TIMELINE	RESPONSIBILITY
December 2026	Operations Director
May 2025, 2026, 2027	Operations Director
March 2025, 2026, 2027	Operations Director
December 2026	Operations Director
January 2026, 2027	Operations Director
30 March 2025, 2026, 2027	Operations Director
December 2025, 2026, 2027	GM Corporate Affairs
November 2025, 2026, 2027	GM Human Resources

committed to sustaining

governance



	TIMELINE	RESPONSIBILITY
ACTION 11 Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP		
DELIVERABLES:		
Maintain Aboriginal and Torres Strait Islander representation on the RWG.	December 2025, 2026, 2027	RAP Sponsor
Establish and apply a Terms of Reference for the RWG.	February 2025	RAP Sponsor
Meet at least four times per year to drive and monitor RAP implementation.	December 2025, 2026, 2027	RAP Sponsor
ACTION 12 Provide appropriate support for effective implementation of RAP commitments		
DELIVERABLES:		
Define resource needs for RAP implementation.	August 2025, 2026, 2027	Lead: RAP Sponsor Support: GM Corporate Affairs GM Human Resources Operations Director
Engage our senior leaders and other staff in the delivery of RAP commitments.	February 2025, 2026, 2027	RAP Sponsor
Define and maintain appropriate systems to track, measure and report on RAP commitments.	February 2025	RAP Sponsor
Appoint and maintain an internal RAP Sponsor from senior management.	January 2025, 2026, 2027	RAP Sponsor
ACTION 13 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally		
DELIVERABLES:		
Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2025, 2026, 2027	RAP Sponsor
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August 2025, 2026, 2027	RAP Sponsor
Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2025, 2026, 2027	RAP Sponsor
Provide quarterly RAP updates to all staff and Aboriginal Affairs governance structure.	Mar, July, Sept, Dec 2025, 2026, 2027	RAP Sponsor
Publicly report our RAP achievements, challenges and learnings, annually.	Oct 2025, 2026, 2027	RAP Sponsor
Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2026	RAP Sponsor
Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	November 2027	RAP Sponsor
ACTION 14 Continue our reconciliation journey by developing our next RAP		
DELIVERABLES:		
Register via Reconciliation Australia's website to begin developing our next RAP.	July 2027	RAP Sponsor

statement from CEO of reconciliation australia

innovate RAP

Reconciliation Australia commends Chevron Australia on the formal endorsement of its Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Chevron Australia to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Chevron Australia will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Chevron Australia

is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Chevron Australia's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Chevron Australia on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



acknowledgements

Chevron Australia would like to acknowledge and thank the many people who contributed to the development of this Reconciliation Action Plan.

To the Whadjuk, Thalanyji and Mardudhunera communities for your ongoing feedback and guidance which enables Chevron Australia to continue to learn and improve.

To Noongar community leaders and Cultural Advisors Barry McGuire, Carol Innes, and Kim Collard for your generosity, care, and support with our reconciliation journey, and for your advice and guidance in helping to create a culturally safe, welcoming workplace at Gumap One The Esplanade.

To Thalanyji Elder Anne Hayes for creating the artwork for this RAP that captures a special meeting place and shares the story of the Wanamankura which has been passed down through generations. It evokes both the spirit of reconciliation and the beauty of Thalanyji Country.

To our current and former Chevron Australia leaders who have championed our RAP; our dedicated RAP Working Group members (past and present), Indigenous Employment Network and staff across all Chevron Australia sites: Gumap, Wheatstone, Barrow and Gorgon who have supported and continue to support our RAP journey.

To our external stakeholders and partner organisations; CSIRO, Conservation Volunteers Australia, TSH, Stars Foundation, Safe Spear and Yokai Healing Our Spirit, thank you for letting us celebrate our shared success in this document.

To both of the teams at Reconciliation Australia and Reconciliation WA, thank you for your guidance, support and building a community network that come together to learn, share and celebrate reconciliation.

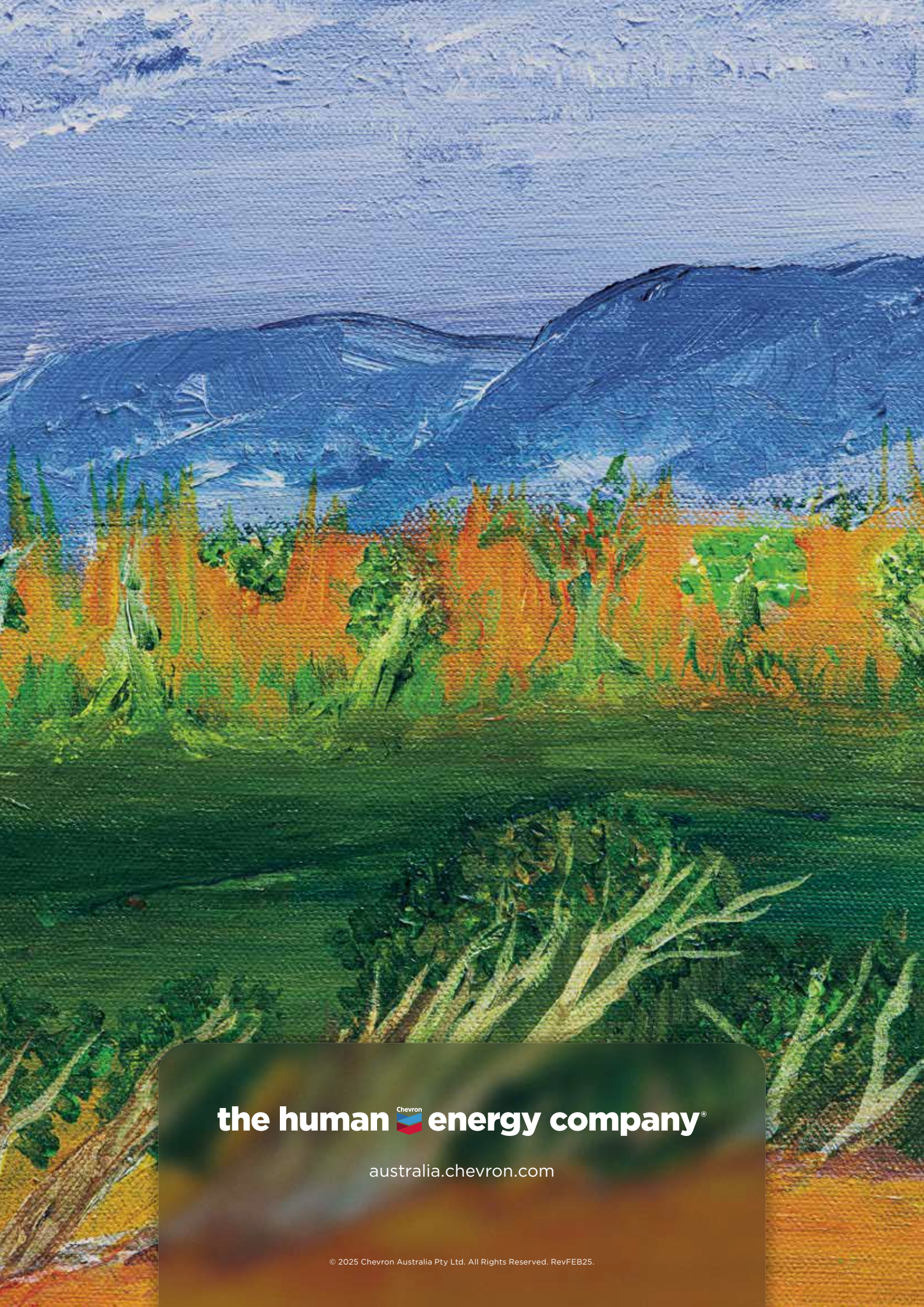
contact details

Chevron Australia welcomes any feedback you may have in relation to our Reconciliation Action Plan, please direct your inquiries to:

Daniel Holbrook

reconciliation@chevron.com

+61 8 9216 4000



the human  energy company[®]

australia.chevron.com