



# modern slavery statement 2022

Chevron Australia Holdings Pty Ltd and Chevron Australia Pty Ltd

# introduction

The Modern Slavery Act 2018 (Cth) requires certain entities to disclose their efforts to address the issue of forced labour and human trafficking in their business operations and supply chains. The law was designed to increase consumers' knowledge about products they buy and the companies they choose to support.



This Modern Slavery Statement (Statement) is made by Chevron Australia Holdings Pty Ltd (ACN 098 079 344) and Chevron Australia Pty Ltd (ACN 086 197 757) (together, the Reporting Entities) for the reporting period 1 January 2022 to 31 December 2022.



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# the structure, operations and supply chains of reporting entities

## 2.1 corporate structure

Chevron Australia Holdings Pty Ltd (CAHPL) is a company limited by shares, incorporated and domiciled in Australia. Its registered office is Unit 7, 61 Walters Drive, Osborne Park, W.A., 6017. CAHPL is the holding company for Chevron Australia Pty Ltd (CAPL).

On 1 May 2022, all of the assets and liabilities of Chevron (TAPL) Pty Ltd (ACN 081 647 047) (TAPL) were transferred to CAPL pursuant to a scheme of arrangement approved by orders of the Federal Court of Australia made on 28 March 2022. TAPL was subsequently deregistered by the Australian Securities and Investments Commission with effect from 14 September 2022. TAPL's modern slavery risks and actions in 2022 prior to its deregistration are included in this statement, given that it was a subsidiary of CAHPL during that period and CAPL operated its supply chain.

The Reporting Entities are indirect subsidiaries of Chevron Corporation. Where this Statement refers to "Chevron" it is a reference to the Chevron Corporation and its direct and indirect subsidiaries.

Chevron Corporation is one of the world's leading integrated energy businesses. Chevron Corporation and its subsidiaries explore for, produce and transport crude oil and natural gas; refine, market and distribute transportation fuels and lubricants; manufacture and sell petrochemicals and additives; and develop and

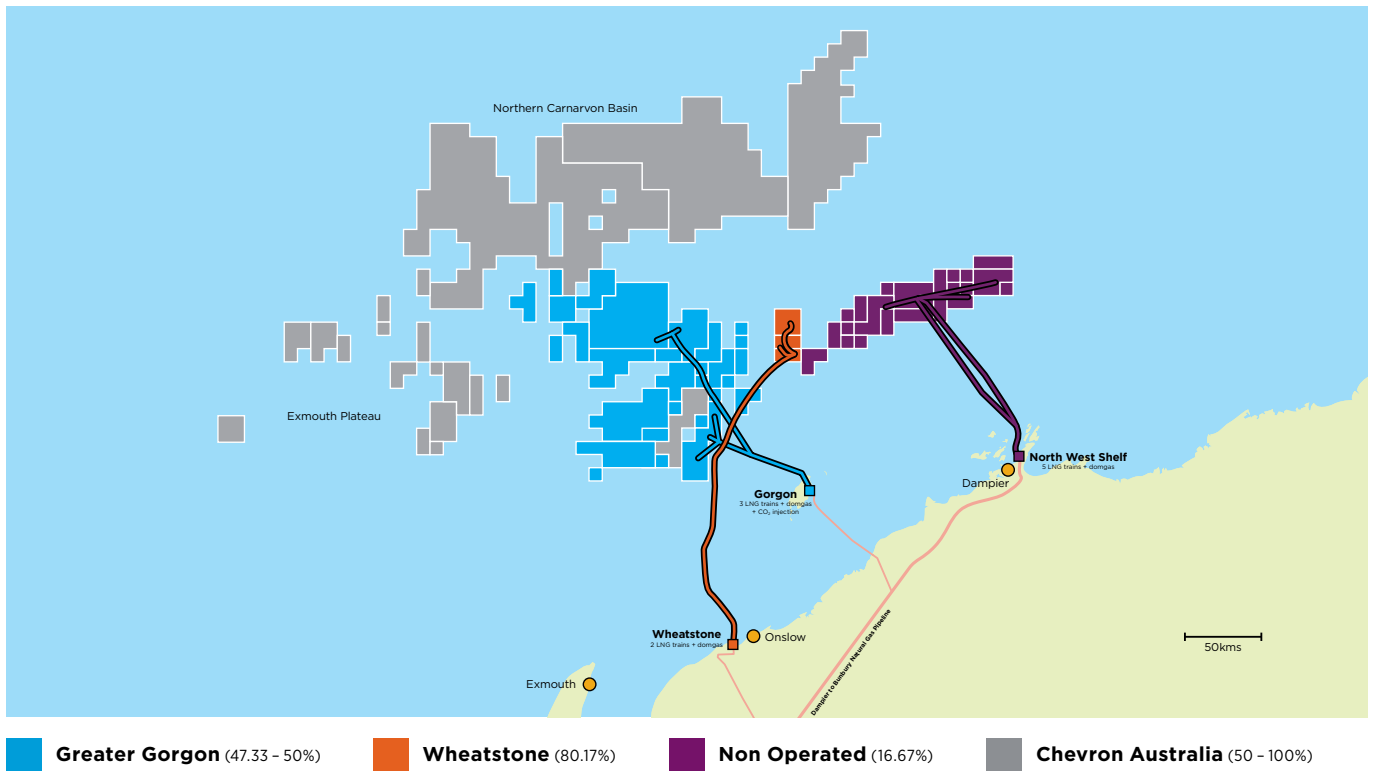
deploy technologies that enhance business value in every aspect of the company's operations.

Chevron's success is driven by a dedicated, diverse and highly skilled global workforce united by the vision, values and strategies of The Chevron Way and a commitment to deliver industry-leading results in any operating environment.

## 2.2 operations

The Reporting Entities' principal operations are in hydrocarbon exploration, appraisal evaluation, development, production and marketing. These activities are concentrated in offshore Western Australia where:

- CAPL is the operator of, and holds substantial working interests in, two major Liquefied Natural Gas (LNG) projects, Gorgon and Wheatstone;
- CAPL is the operator of, and holds a majority operating working interest in, crude oil operations on Barrow Island;
- CAPL has a non-operated working interest in the North West Shelf (NWS) Venture;
- CAHPL subsidiaries have operated exploration acreage in the Exmouth and Carnarvon Basins; and
- CAHPL subsidiaries have a 100% owned and operated interest in the Clio, Acme and Acme West fields.



**Figure 1:** The Reporting Entities' operated and non-operated interests in the North West Shelf region.

The Gorgon Project includes a three-train, 15.6 million-metric-ton-per-year LNG facility, a domestic gas plant, and a carbon dioxide capture and injection facility.

The Wheatstone Project is one of Australia's largest resource developments and the nation's first LNG hub. It includes a two-train, 8.9 million-metric-ton-per-year LNG facility, and a domestic gas plant. The facilities are located at Ashburton North on the coast of Western Australia.

The Reporting Entities and their subsidiaries hold the largest natural gas resource position in Australia in the offshore North West Shelf region. The operated interest spans more than 42,000 square kilometres of acreage and non-operated interests across more than 14,000 square kilometres - including a 16.7 percent participation in the North West Shelf Venture. The infographic below depicts the location of the Reporting Entities' operations in the North West Shelf region.

CAPL employs approximately 1,700 employees, primarily located in Western Australia. These employees include oil and gas industry professionals employed in engineering,

operations, professional and administrative disciplines which support our operations. CAHPL does not have any employees. Additionally, the Reporting Entities' subsidiaries do not have any employees, except for Chevron International Technical Center Pty Limited, which has approximately 6 employees.

### 2.3 supply chains

The majority of CAPL's supply chain personnel are based in Perth, Western Australia supported by some site-based personnel. Additionally, CAPL may enter into services agreements with other indirect affiliates of Chevron Corporation that provide supply chain contract administration and other services to CAPL. CAHPL is a holding company and TAPL's supply chain was operated by CAPL until its assets were transferred to CAPL and it was, ultimately, deregistered. Additionally, all the Reporting Entities' subsidiaries have their supply chains operated by CAPL.

During the Reporting Year, CAPL, had a total procurement spend of approximately USD1.5B (which includes procurement for itself and

on behalf of the Reporting Entities and their owned or controlled entities). The following table provides a high-level overview of industry categories within this procurement spend (CAPL suppliers).

## supply chain categories

### Logistics

- Aviation
- Marine
- Shore base
- Facilities Management
- Waste Management
- Camp & Catering
- Fuel
- Freight Forwarding
- Civil Construction
- HES

### Wells

- Well Construction Services & Commodities
- Wellheads
- Well Equipment
- Well Intervention
- Rigs – Offshore & Land
- Reservoir Management

### Asset Development & Technical

- Subsea & Pipelines
- Engineering Services

- Reliability & Integrity
- Technical Managed Projects

### Professional Services

- Site Services
- Information Services
- Consulting
- Corporate Services
- Staff Augmentation

### Asset Performance

- Operations Maintenance
- Equipment (Turbines, Valves, Pumps & Compressors)
- Production
- Chemistry

### Australian Head Office

- Professional services, including financial, legal, Insurance and HR services
- IT consultants
- Safety clothing and equipment
- Telecommunications
- Recruitment and labour hire
- Office services and equipment
- Corporate real estate and facilities
- Marketing and advertising
- Travel and accommodation

The majority of CAPL suppliers are Australian-domiciled entities, supplying products and services from Australia and other jurisdictions. Outside of Australia, our suppliers are mainly domiciled in jurisdictions including Bermuda, Canada, Gambia, Hong Kong India, Japan, Netherlands, Norway, Philippines, Singapore, United Kingdom, United States, Uruguay. For some projects, given the highly specialised nature of the services required in operations, subcontractors are approved before they can start work and nominate pre-approved vendors for consideration by contractors. A number of suppliers that contract with CAPL have broader contractual relations with Chevron Corporation or its subsidiaries.

# 3

## risks of modern slavery practices

### 3.1 in operations

The Reporting Entities' operational modern slavery risk is low. CAPL's employees and contingent labour workforce are predominantly oil and gas professionals and administrative services providers, located in Western Australia. The Reporting Entities are confident that, as a result of recruitment, remuneration and compliance programs, there is low risk that any of their employees are enslaved. Similarly, the Reporting Entities' contingent labour workforce is supplied by reputable global and national agencies who are required to comply with domestic and international laws.

### 3.2 in supply chains

This Year, CAPL's assessment of risk in the supply chains of the Reporting Entities and their owned or controlled entities continued to focus on first tier suppliers and approved subcontractors and was based upon industry risk. CAPL continued the assessment by reviewing publicly available material in relation to modern slavery risk in the oil and gas sector. Through this material, CAPL identified classes of suppliers that are high risk for our sector and then reviewed the first-tier suppliers and approved subcontractors to identify those within these classes. This process provided an, industry-based, assessment of modern slavery risk.

As a result of this process, the assessment focused on the following classes of suppliers:

- Marine / shipping
- Labour hire / outsourcing
- Commodities -supply chain reliance
- Infrastructure
- Services -security / catering / cleaning
- Facilities management
- Original equipment manufacturers / Consumables / Clothing
- Digital / Technology
- Fabrication / Construction & maintenance
- Third party shipping and logistics
- Rigs

CAPL will continue to individually assess suppliers that fall within these categories. That assessment is ongoing. During 2022, CAPL invited suppliers identified highest risk by industry, as well as a number of key suppliers, to register a profile on EcoVadis in order to understand their individual risks more clearly.



# 4 our approach to assessing and addressing modern slavery risks

## 4.1 chevron's principles and policies

The Reporting Entities have adopted principles and policies to prevent modern slavery, human trafficking and respect for human rights which have been adopted more broadly by Chevron. The Reporting Entities commit to respect human rights as set out in the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as adhere to the principles set out in the United Nations Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights and the International Finance Corporation's Performance Standards.

Chevron's Human Rights Policy is shaped around key areas relevant to our business:

- Employees
- Security
- Communities
- Suppliers and Contractors
- Other Business Partners

Chevron's commitment to respecting human rights wherever Chevron operates is embodied in the following materials, which have been adopted by the Reporting Entities:

- 1) Business Conduct and Ethics Code (BC&EC);
- 2) Chevron Way;
- 3) Human Rights Policy;
- 4) Corporate Sustainability Report;
- 5) Chevron's Operational Excellence Management System;
- 6) The Business Conduct and Ethics Expectations for Suppliers and Contractors;
- 7) Chevron's Hotline intranet site, or [chevronhotline.com](http://chevronhotline.com)

Chevron Australia's Whistleblowing Policy has also been adopted by the Reporting Entities.





## 4.2 the chevron way, business conduct and ethics code and human rights policy

The Chevron Way guides how Chevron, including the Reporting Entities, works and establishes a common understanding of our culture and aspirations. Chevron's purpose is to develop the affordable, reliable, ever-cleaner energy that enables human progress. Our vision is to be the global energy company most admired for its people, partnership and performance. We aim to lead our industry in health, safety and environmental performance. The protection of people, assets, communities and the environment is our highest priority.

The Chevron Way is also foundational to Chevron's Business Conduct and Ethics Code, which refers to the Human Rights Policy and outlines commitments to uphold ethical business practices, including in particular respect for labour rights. The Code applies to all employees, directors, officers, contractors and suppliers, including those of the Reporting Entities.

Chevron's Human Rights Policy establishes expectations for managing human rights, including forced labour issues. The policy includes compliance requirements, guidance on training, processes and procedures, and tools. The policy applies to the Reporting Entities' employees, projects, and operations.

## 4.3 supplier engagement

CAPL requires its suppliers and contractors to adhere to all domestic laws and expects them to adhere to the International Labour Organization's Fundamental Principles and Rights at Work . These principles include the freedom of association, the right to collective bargaining, the elimination of forced and compulsory labour, the abolition of child labour, and the elimination of discrimination in the workplace.

These expectations are communicated through a variety of channels, including tenders and supplier due diligence documents, supplier agreements and Chevron's Business Conduct and Ethics Expectations for Suppliers and Contractors. CAPL expects its suppliers and contractors to treat their employees, and to interact with communities, in ways that respect human rights and adhere to the spirit and intent of Chevron's Human Rights Policy.

CAPL has in place a supplier prequalification process that requires suppliers to attest to their ability to meet Chevron's requirements in relation to a number of areas. Elements of this process include Health, Environment & Safety, Finance, Compliance, IP and employment conditions. All first-tier suppliers need to be approved via this process before they can commence direct supply to CAPL.



## 4.4 managing supply chain risk

Through its Contractor Health, Environment and Safety Management (CHESM) process, CAPL works with suppliers to increase accountability and continually improve their performance. Major suppliers are selected for periodic audits based on a risk ranking determined by the nature of the work to be performed and responses to a questionnaire on supplier policies, processes and performance. The audits cover health, environmental and safety standards and compliance.

CAPL follows Chevron's Operational Excellence Management System which includes the Stakeholder Engagement and Issues Management (SEIM) Process, and the Environment Risk Assessment and Management (ERAM) Procedure. A global network of Qualified Social Facilitators (QSFs) is in place to lead social risk and impact assessments across project life cycles. The QSFs collaborate with the HSE Qualified Environmental Facilitators and Health & Medical subject matter experts to conduct these assessments. This coordinated approach to identification and management of Environmental, Social and Public Health Risks provides a systematic and risk-based approach to identifying, assessing, and managing potentially significant impacts (in alignment with the Stakeholder Engagement and Issues Management (SEIM) Process and the Environment Risk Assessment and Management (ERAM) Procedure). The potential impacts of Chevron's and Chevron's suppliers' activities on surrounding communities, natural resources, air quality, land and water, or community health and livelihoods, are part of the assessment

framework. The risk assessments allow CAPL to consider how to safeguard the rights and interests of potentially impacted communities. Where further assessment is needed, CAPL teams can conduct stand-alone Human Rights Impact Assessments (HRIA).

## 4.5 training, remediation and further information

Training is critical to operationalising the Reporting Entities' respect for human rights. Efforts are undertaken to build awareness of the Human Rights Policy amongst directors, officers and employees.

Training is provided to the individuals and functions most likely to encounter issues related to human rights. The Reporting Entities' human rights training is provided via computer-based training that targets key functions and includes compulsory training in relation to Business Conduct and Ethics Code, which incorporates respect for human rights. Those key functions include operations, supply chain, shipping, human resources, legal and compliance.

Employees, suppliers, contractors and external stakeholders may communicate any concerns to Chevron's Corporate Compliance Hotline (available 24 hours a day, seven days a week). The Chevron Hotline provides a direct, effective and risk-free way to report suspected violations of the Chevron Business Conduct and Ethics Code, company policies, and applicable laws or regulations. Modern slavery is reportable under the Hotline. The Hotline is also available for use internally and by external stakeholders and is accessible in multiple languages. During 2022, no reports of modern slavery complaints have been made to the Hotline in relation to the Reporting Entities' operations.

# 5

## actions for 2022



During 2022, the Reporting Entities have continued to focus their efforts on understanding supply chain risk and implementing governance and education in relation to modern slavery risk. An overview of the actions taken in 2022 are summarised below:

### **Supply chain analysis**

- In 2022 CAPL partnered with Ecovadis implementing their sustainability risk management tool, enhancing transparency across our supply chain through contractor and supplier sustainability rankings and performance management.
- Suppliers assessed through supplier surveys in 2021 and 2020 were invited to register a profile on EcoVadis and update their supply chain risk profile. As the number of registrations increase, the visibility of our supply chain continues to expand and inform our risk and any necessary follow up actions.

### **Training and awareness**

- Continuing to progress the integration of Australian Modern Slavery requirements into human rights training
- Increased leadership engagement and fluency to embed leadership sponsorship in human rights
- Implementation and utilisation of Ecovadis to provide transparency of suppliers & contractors rankings against modern slavery and human rights obligations.
- Implementation of global reporting notifications associated with reports of suppliers breaching human rights obligations.

### **Policy & Procedure alignment**

- Continued alignment and compliance with corporate policies and procedures
- ABU Governance framework and processes embedded into local Supply Chain procedures and handbooks
- Active participation to highlight implemented enterprise-wide tender and contract language



# assessing the effectiveness of actions

The Reporting Entities will seek to assess the effectiveness of their actions by tracking against the following goals for 2023:

## **Supply Chain Analysis**

- Continue to onboard suppliers to our external platform (EcoVadis) during 2023 to and further enable assessment of modern slavery risks and compliance of human rights obligations by our suppliers.
- Proactively monitor the application of supplier due diligence as it relates to modern slavery and human rights compliance ensuring our suppliers are meeting all human rights obligations.
- Undertake 2 supplier audits in key identified risk areas / high risk suppliers.
- Undertake a collaborative deep dive with a key supplier to expand our practical learning and leading practice.
- Continue to improve existing tender documentation requiring agreement with Business Conduct and Ethics Code, Supplier Due Diligence and associated governance to prohibit to modern slavery.
- Continue to improve appropriate contract delivery requirements including contractual

clauses and commitments to Business Conduct and Ethics Code encompassing the prohibition of modern slavery, and introduction of modern slavery risk management plans for high-risk suppliers where appropriate.

## **Training**

- Continue to expand awareness of modern slavery, initiatives, and events.

## **Collaboration**

- Continue to actively participate in the Human Rights Resources & Energy Collaborative and associated working streams – Shipping, Supply Chain and Remediation
- Continue to collaborate with business partners and suppliers in identifying and mitigating risk.

## **Governance**

- Continue to monitor and continually refine the application of governance framework established for modern slavery.
- Review the effectiveness and membership of the Modern Slavery Advisory Group.



# engagement



## 7.1 process of consultation

CAPL drafted this statement with the input of representatives from a number of functions including supply chain, human resources, legal and compliance. Each of these individuals have Australia-wide responsibility, including each of the Reporting Entities and their owned or controlled entities (to the extent those entities are relevant to their function). CAPL is responsible for preparing the statement on behalf of itself, the Reporting Entities and their subsidiaries. This is consistent with CAPL providing services, including the procurement of goods and services, to those entities. Many of these entities simply hold assets and licences and do not have any employees. With the exception of Chevron International Technical Center Pty Limited, the Reporting Entities and their owned or control entities share the same 7 directors on their board of directors. Accordingly, this statement was prepared in consultation with each of the Reporting Entities and their owned or controlled entities.

## 7.2 modern slavery advisory group

In 2022, CAPL established the Modern Slavery Advisory Group (MSAG), which is made up of representatives and experienced specialists across Chevron with the purpose of:

- Maintaining governance to CAPL decisions and directions in managing Modern Slavery,
- providing oversight and review of current practices, data verification and annual statements,
- providing guidance on mitigations processes in identified risk areas,
- exploring best practices and international issues impacting Chevron Australia.

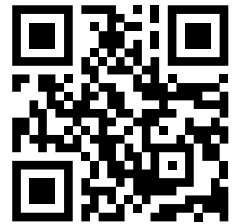
### 7.3 human rights resources and energy collaborative

During Q4 of 2022, CAPL became a member of the Human Rights Resources and Energy Collaborative (HRREC), made up of representatives from the energy, resources and mining sector with the purpose of sharing experiences in managing modern slavery risks and leading practice. The collaborative has multiple workstreams which we will become more involved in the coming year.

### 7.4 IPIECA

IPIECA promotes awareness and support for key UN agreements and principles, and signpost how members can and do make a positive contribution to progress through good practice. We will continue our relationship with IPIECA who provides CAPL with global resources and guidance in identifying and developing responses to risks.

Through our membership in IPIECA, we worked with the World Business Council for Sustainable Development on the development of a Sustainable Development Goal (SDG) Sector Roadmap, for advancing environmental and social performance. Our advancement is described in [Chevron's 2022 Corporate Sustainability Report](#).



## how this statement will be made available

This statement will be published on the internet on the Australian Government's Online Register for Modern Slavery Statements. This statement was approved by the board of directors of each of the Reporting Entities on 27 June 2023.

Duly signed by:



Director  
Chevron Australia Holdings Pty Ltd



Director  
Chevron Australia Pty Ltd

## annexure – mandatory reporting criteria & page numbers

<b>Mandatory criteria</b>	<b>Page number(s)</b>
a) Identify the reporting entity	2
b) Describe the reporting entity's structure, operations and supply chains.	4, 5, 6
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	7
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	8, 9, 10, 11
e) Describe how the reporting entity assesses the effectiveness of these actions.	12
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).	13, 14