



United Kingdom Modern Slavery Act Statement for 2023

The United Kingdom Modern Slavery Act of 2015 requires certain businesses 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.

Chevron's Organisational Structure

This Modern Slavery Statement is made by Chevron Energy Limited and its affiliates Chevron Products UK Limited, Chevron Tankers Limited, Chevron International Tankship Limited, Chevron International Exploration and Production Company Limited, and Chevron Britain Limited (together, the **Reporting Entities, We, or Our**) for the reporting period 1 January 2023 to 31 December 2023. The Reporting Entities are indirect subsidiaries of Chevron Corporation, which for convenience is—together with its indirect and direct subsidiaries—referred to as Chevron in this report. The Reporting Entities are separate entities, and each manages its own affairs. The Reporting Entities are required to follow the principles and policies to protect against modern slavery, human trafficking and respect for human rights that have been adopted by Chevron.

Chevron's Modern Slavery, Human Trafficking and Broader Human Rights Commitments

Chevron recognises that companies have a responsibility to respect human rights and can also play a positive role in the communities where they operate. Chevron's [Human Rights Policy](#) commits to respect human rights as set out in the *United Nations Universal Declaration of Human Rights* and the *International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work*, as well as adheres 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*.

In addition, Chevron's commitment to respecting human rights wherever Chevron operates is embodied in [The Chevron Way](#), [Chevron's Operational Excellence Management System \(OEMS\)](#), [Business Conduct and Ethics Code](#), and Chevron's Business Conduct and Ethics [Expectations for Suppliers and Contractors](#).

The Business Conduct and Ethics Code includes the Human Rights Policy and outlines commitments to uphold ethical business practices, including respect for labour rights. The Business Conduct and Ethics Code applies to all employees, directors, officers, contractors and suppliers.

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.

Supplier Engagement

The Business Conduct and Ethics Expectations for Suppliers and Contractors publicly sets forth the expectation that suppliers adhere to the *ILO's Declaration on 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. We expect our employees, suppliers and contractors to treat their employees and to interact with communities in ways that respect human rights and adhere to the letter, spirit, and intent of these expectations and values.

We communicate annually with key suppliers, reiterating the importance of respecting human rights.

Risk Assessment and Management

Chevron engages in various activities to identify, assess, and manage supplier risk. Chevron's business units conduct health, safety, and environment (HSE) risk assessments prior to awarding supply contracts. This risk assessment process may include forced labour risks on a case-by-case basis at the discretion of the relevant business units.

Under the Chevron's Contractor Operational Excellence Management (COEM) process, Chevron business units are empowered to solicit information from potential suppliers at the pre-award stage related to forced labour risks and to follow-up on those risks as warranted post-award. Staff augmentation and contingent labour contract workers working directly under Chevron guidance are generally outside the scope of the COEM process unless they are performing higher risk work.

The Reporting Entities follow Chevron's Operational Excellence Management System, which includes management of environmental and stakeholder risks, through both the Environmental Risk Management process and the Stakeholder Engagement and Issues Management process. The types of risks captured vary and can include social and human rights impacts. In addition, Chevron's business units are required to maintain an operational-level grievance mechanism.

Employees, suppliers and contractors may communicate workplace concerns to [Chevron's Corporate Compliance Hotline](#) 24 hours a day, seven days a week. The Hotline provides a direct and effective way to report suspected violations of the Chevron Business Conduct and Ethics Code, company policies (including the Human Rights Policy and its prohibition against forced labour), and applicable laws or regulations. Modern slavery concerns are reportable through the Hotline. The Hotline is also available for use by external stakeholders and is accessible in multiple languages.

Training

Training on Chevron's Human Rights Policy is provided to the individuals and functions we assess to be most likely to encounter issues related to human rights in higher-risk locations. Chevron's suite of human rights training, which covers forced labour issues, includes awareness-raising for employees and contractors, computer-based training for employees targeting key functions and regions, and ad hoc location-specific training.

As human rights risks for the business community are identified and expectations evolve, Chevron will continue to explore opportunities to enhance human rights due diligence and risk management processes as they apply to suppliers and contractors.

This statement was approved by the Chevron Energy Limited board of directors at a meeting held on 13 June 2024, for publication on or after 30 June 2024.

Chevron Energy Limited



Armaghan Haque
Director