



The Voluntary Principles on Security and Human Rights 2021 Update Report

Chevron's¹ commitment to human rights is embedded in [The Chevron Way](#)², and incorporated into our management systems. Chevron's [Human Rights Policy](#) commits to respecting 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*, and 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*. We respect the lawful exercise of legitimate rights by human rights defenders, as detailed in our [Statement on Human Rights Defenders](#). We expect our suppliers and contractors to comply with these standards, and encourage our business partners to adhere to these principles³.

Chevron participated in each Voluntary Principles Plenary since 2001 and continues to promote the implementation of the VPSHR. The report provides an update of Chevron's global activities in 2021 and highlights our 2022 priorities in alignment with the VPI's reporting guidelines as well as the Corporate Pillar Verification Framework. Our last full report was completed for the year 2019.

A. Chevron's Commitment to the Voluntary Principles

i. Public Statement of Commitment and Endorsement of the VPs

There are no significant changes since the 2019 report.

Engagement in the VPI

Chevron continued to participate in the in-country implementation group in Nigeria. Chevron remained a member of the in-country implementation group in Myanmar, activities for which were limited following the coup in February 2021.

ii. Internal Promotion of Voluntary Principles

In addition to the ongoing practices and training referenced in our 2019 report, in 2021:

¹ As used in this report, the term "Chevron" and such terms as "the company," "their," "our," "its," and "we" may refer to Chevron Corporation or one or more of Chevron Corporation's consolidated subsidiaries or affiliates or to all of them taken as a whole. Similarly, the terms "business unit" and "business units" may refer to one or more of Chevron's consolidated subsidiaries or affiliates. All these terms are used for convenience only and are not intended as a precise description of any of the separate entities, each of which manages its own affairs.

² <https://www.chevron.com/about/the-chevron-way>

³ <https://www.chevron.com/sustainability/social/human-rights>

- Chevron's Vice President, Corporate Affairs (the Human Rights Policy Coordinator) delivered a global e-mail to all employees to reinforce the company's expectations, including adherence to the VPSHR on 10 December, Human Rights Day.
- The computer-based training on human rights, including on the Voluntary Principles, was refreshed. More than 5,400 employees and contractors completed the training, including appropriate personnel who joined Chevron as part of the Noble Energy acquisition.
- Two awareness-building sessions were held with regional communities of practice on the broader environmental, social, and governance landscape, including human rights. These sessions focused on how responsible security performance factors into a company's ESG performance.

In 2021, Chevron subject matter experts provided support across our operations:

- Reviewed VPSHR contract commitments by security providers in high-risk countries to confirm training and other elements were carried out; and
- Conducted training and awareness sessions in locations including: Angola, Argentina, Bangladesh, Brazil, El Salvador, Honduras, Kazakhstan, Mexico, Myanmar, Venezuela, Honduras, Nigeria, Thailand, and the United States.
- Where travel was not possible due to COVID-19, SMEs continued to provide support through reviewing training records and materials, as well as the provision of remote online assistance as required.
- In-country global security advisors, in locations including, Iraq, Nigeria, Bangladesh, Mexico and Kazakhstan continued to provide uninterrupted on-ground support to VPSHR training staff.

Post-Acquisition

- Following the acquisitions of Noble Energy and Puma Energy (Australia) Holdings Pty Ltd. in 2020, Chevron policies and processes, including those on security and human rights were deployed across new assets in 2021. Legacy Noble and Puma employees were required to complete appropriate compliance training, including on security and human rights. Due to restrictions associated with COVID-19, in-person security risk assessments were unable to be conducted in all new countries. Where in-person assessments were not possible, assessments were conducted remotely.

iii. External Promotion of Voluntary Principles

In 2021, Chevron participated in meetings and events to further the development of the Voluntary Principles In-Country Working Group in Nigeria, as well as attended the virtual plenary and multiple virtual verification presentations.

Chevron is active in promoting the implementation of good security practices throughout the extractive industry and other industries.

- A Chevron representative assumed the chair of the IPIECA Responsible Security Task force in Q4 2021 and will serve in this capacity through 2022.
- To mark Human Rights Day 2021, Chevron's Vice President, Corporate Affairs (the Human Rights Policy coordinator) and our Chief Procurement Officer partnered to deliver a message

to Chevron's key suppliers and contractors. The [letter](#) emphasized Chevron's [expectations for companies doing business with Chevron](#), including alignment with the Voluntary Principles.

B. Policies, Procedures, and Related Activities

Chevron's Global Security function updated its methodology for identifying operations that are in conflict-affected and high-risk areas, leveraging a tool created by consultancy Business for Social Responsibility (BSR), as well as data from Maplecroft. In areas that are conflict-affected, an enhanced review of potential security-related human rights risks takes place as part of the security risk assessment program. The enhanced evaluation complements the existing security management review, which has human rights as one of its nine focus areas, and assesses the security management efforts within a business unit.

C. Country Implementation

In 2021, business units continued to implement the VPSHR in accordance with local laws and in cooperation with local authorities.

Bangladesh

In Bangladesh, Chevron included content of the VPSHR as part of the orientation briefing for newly joined personnel as well as refresher briefings for other personnel. Two-hundred awareness briefings were delivered across four locations. Briefing sessions were delivered both by Chevron Security Coordinators as well as contracted private security company HGF.

Thailand

In Thailand, Chevron personnel included content on the VPSHR as part of overall security trainings, drills, and site surveys. Participants included both Chevron security staff as well as contracted private security personnel. Additionally, Chevron personnel held awareness sessions with public security forces, reinforcing Chevron's commitment to respecting human rights as well as the content of the VPSHR. Ten awareness building sessions were held across both the public and private security forces.

Angola

In Angola, Chevron personnel included content on the VPSHR as part of 24 overall security trainings across two sites. Participants included both Chevron security staff as well as contracted private security personnel from the company Teleservice.

D. Lessons and Issues

Chevron plans to continue to:

- improve VPSHR guidance tools and training for leadership teams, security personnel, and other relevant personnel within different business units.
- support the activities of the VPI through its participation in appropriate work groups.
- promote the VPSHR in external fora; and

- work with stakeholders to enhance their understanding of the VPSHR policies, procedures, and guidelines.

E. 2022 Priorities

In 2022, there will be a focus on the refresh and deployment of training that includes content on the VPSHRs. Whereas the computer-based training on human rights was refreshed in 2021, the computer-based training on global security will be refreshed in 2022.