



# **The Voluntary Principles on Security and Human Rights Annual Report**

**Chevron 2025**

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# 1 Introduction

In alignment with the Voluntary Principles Initiative Corporate Pillar Reporting Guidelines, Chevron<sup>1</sup> submits this annual report describing its efforts to implement, and/or assist in the implementation of the Voluntary Principles for the January 1 to December 31, 2025 period.

## 2 Commitment to the Voluntary Principles

### 2.1 Public statement of commitment or endorsement of the Voluntary Principles

Chevron's [Human Rights Policy](#) states the company 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 (Voluntary Principles, or VPSHR) and the International Finance Corporation's Performance Standards. Additionally, Chevron respects the lawful exercise of legitimate rights by human rights defenders, as stated in our [Statement on Human Rights Defenders](#).

### 2.2 Engagement in the Voluntary Principles Initiative

Chevron's participation in the Voluntary Principles Initiative (VPI) is guided by the VPI's governance rules. Chevron reports annually to the VPI, attends scheduled Corporate Pillar meetings and working group sessions, participates in the Nigeria In-Country Working Group, attends the annual Voluntary Principles Plenary gathering and supports the implementation of the VPSHR.

### 2.3 Transparency

Chevron submits an annual report and/or annual updates to the VPI, in line with its Corporate Pillar Reporting Guidelines.

### 2.4 Recognition of the Voluntary Principles internally

Employees and contractors must read and acknowledge Chevron's [Business Conduct and Ethics Code](#), which incorporates our Human Rights Policy. To support Voluntary Principles implementation, Chevron develops guidelines and provides links to external trainings on the Voluntary Principles on internal sites.

Other examples of Chevron's ongoing internal recognition of the Voluntary Principles include:

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<sup>1</sup> 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.

- Chevron’s computer-based training on human rights includes references to the Voluntary Principles. The training is assigned to employees in security roles every three years.
- The Security Awareness and Vigilance computer-based training includes references to Chevron’s Human Rights Policy and the Voluntary Principles. The training is a compliance requirement for all Chevron employees to complete within 30 days of joining the company and every three years thereafter.
- Chevron’s Global Security training materials, including:
  - “Security 101” computer-based training for security practitioners;
  - Learning and development modules in the Security function’s “Security of Personnel and Assets Fundamentals” series; and
  - Global Security’s intranet site (accessible to everyone within Chevron), which contains relevant company policies and processes, presentations, videos, and links to Voluntary Principles training materials and key international bodies and frameworks with additional information on human rights.

In 2025, Chevron’s security personnel and/or security providers completed training and awareness sessions with content on the Voluntary Principles in numerous locations including: Angola, Argentina, Bangladesh, Brazil, Cambodia, China, Colombia, Egypt, El Salvador, Equatorial Guinea, Guatemala, Honduras, Israel, Japan, Kazakhstan, Malaysia, Mexico, Nigeria, Philippines, Singapore, Thailand, USA, Venezuela, and Vietnam.

## **2.5 Recognition of the Voluntary Principles externally**

Chevron has participated in every Voluntary Principles Plenary event (virtual during the COVID-19 pandemic) since 2001 and attends implementation review verification presentations and Corporate Pillar meetings throughout the year. In 2025, Chevron participated in the In-Country Working Group in Nigeria.

In 2025, Chevron promoted and advanced the implementation of responsible security practices through various fora, including:

- Chevron’s Chief Supply Chain Officer sent a letter to key suppliers, contractors, and business partners reiterating the importance of the company’s Business Conduct and Ethics Expectations for Suppliers and Contractors.
- Chevron dedicates a section of its environment, social, and governance index, published on its public-facing website, to security and human rights.
- Chevron participates in other groups, such as the International Petroleum Industry Environmental Conservation Association (IPIECA) and the Global Business Initiative for Human Rights (GBI), where responsible security management is discussed.
- Chevron is a member of the U.S. Department of State’s Overseas Security Advisory Council (OSAC), established to promote security cooperation among American private sector interests worldwide and the Department. Chevron’s security representatives attend and participate in OSAC sponsored meetings and conferences aimed at understanding geopolitical risks, emerging security threats, and identifying best practices.

## 3 Policies, procedures and related activities

### 3.1 Management system

Chevron's commitment to respecting human rights is incorporated into and operationalized through our Operational Excellence Management System (OEMS), our Business Conduct and Ethics Code, and other internal processes and procedures. We expect our suppliers, contractors, and business partners to similarly share our commitment to respecting human rights as set out in [Chevron's Business Conduct and Expectations for suppliers and contractors](#), which reinforces Chevron's Human Rights Policy.

Chevron's OEMS establishes a systematic approach for managing risk across six areas of focus: workforce safety and health, process safety, reliability and integrity, environment, efficiency, security and stakeholders to meet our Operational Excellence and business objectives, all of which provide a framework to, among other things, manage human rights issues. Implementation of the OEMS across our operations allows us to understand the hazards, risks and potential impacts of our work and assure that safeguards are in place and functioning. Under the OEMS Security Focus Area, we develop, implement and integrate risk-based security management and assurance plans into emergency management business continuity and information security plans to address and mitigate security risks to personnel, assets and the business.

### 3.2 Processes and Procedures

#### 3.2.1 Security Risk Assessment Program

A component of the OEMS framework is Chevron's Security Risk Assessment Program, which includes tools and processes to identify and assess security risks, from the corporate level down to individual facilities, and from conceptual projects to mature operations.

The goal is to develop and implement effective and appropriate security mitigation measures for the identified risks. A key Security Risk Assessment Program tool is the Security Management Review, which assesses the security management efforts within a business and includes human rights as one of its focus areas. Mitigation plans are developed as needed.

Chevron leverages data from risk intelligence company Verisk Maplecroft for identifying operations that are in conflict-affected and other higher risk areas. In operating areas that are identified as conflict-affected and higher risk, an enhanced review of potential security-related human rights risks takes place as part of the Security Risk Assessment Program.

#### 3.2.2 Incident response and reporting

Chevron procedures require that personnel report security-related human rights incidents to Chevron's Corporate Global Security group and other appropriate management and functions. For both internal and external stakeholders, Chevron businesses manage fit-for-purpose channels for reporting grievances with the company.

Globally, Chevron has a hotline available 24 hours per day for reporting activities that may involve violations of Chevron's Business Conduct and Ethics Code, company policies, and applicable laws or regulations. Under the OEMS Stakeholder Engagement and Issues Management Process, all businesses are

required to maintain fit-for-purpose operational-level grievance mechanisms. Businesses aim to create a confidential and accessible grievance mechanism to receive, investigate, and report (to Chevron management and proper government authorities where applicable) human rights-related allegations and/or incidents involving public and private security providers supporting business operations.

### **3.2.3 Contractual relations with private security providers**

Chevron's standard security services contract language seeks to incorporate relevant aspects of the Voluntary Principles and references other international standards on responsible security. The language sets forth expectations regarding training, screening of contract personnel and investigation of allegations of security and human rights-related incidents. The language also reserves the right to audit contracting companies.

## **4 Country implementation: Colombia**

Pursuant to the Voluntary Principles Initiative Corporate Pillar Reporting Guidelines to report on country implementation, this report includes an update on Colombia.

### **4.1 Overview of country operations**

Chevron's subsidiary Chevron Petroleum Company operates in Colombia and employs approximately 200 employees and contractors across a Downstream office and Lubricants Blending Distribution Center in Bogota, as well as six fuels terminals – Puente Aranda (Bogota), Buenaventura, Cartagena, Medellin, Yumbo (Cali), San Andres Island (Fuels and Aviation).

Chevron Petroleum Company has maintained a presence in Colombia for nearly a century focusing on the downstream business (importing, distributing, and marketing fuels and lubricants). The company is one of the leading energy providers for Colombia.

Chevron Petroleum Company operates a nationwide network of more than 540 Texaco branded service stations, and represents about 12% of the automotive fuel sales, and 11% of the aviation fuel sales. The company is currently the only distributor of fuels for the islands of San Andres and Providencia. Chevron Petroleum Company's logistics operations in Colombia rely on a robust terminal infrastructure, including six owned terminals listed above, as well as four non-operated joint venture terminals.

### **4.2 Security engagements**

Chevron Petroleum Company's in-country security operations seek to protect personnel and assets and provide a secure environment in which business operations may be successfully conducted. Operating in alignment with the Voluntary Principles, the company maintains relationships with host nation security elements, the Ministry of Energy and Mines, as well as with private security providers. Through these meetings, there are ample opportunities to increase fluency with our Human Rights Policy, the Voluntary Principles and Chevron's expectations around implementation.

Chevron Petroleum Company is also a member of the Colombian Oil and Gas Association, which is a peer group organization aimed at identifying international

best practices and promoting a socially responsible industry. The VPSHR are often the subject of meetings and discussions.

#### **4.2.1 Engagements with private contractors**

In 2025, Chevron Petroleum Company had a contractual agreement with Seguridad Oncor, a private security company, for the provision of security services for the company's operations and facilities in Colombia. The VPSHR language is incorporated and detailed into the contract, including the requirement for VPSHR training. Evidence of this training is collected each year and documented in Chevron's security incident management system.

Voluntary Principles training is incorporated into the basic training that private security contractors receive when they are onboarded into a role supporting Chevron Petroleum Company's operations.

#### **4.2.2 Engagements with public security forces**

There are no contractual agreements with public security forces. Chevron Petroleum Company meets with host nation public security forces throughout Colombia, primarily with the Colombian National Police. During these meetings, the Voluntary Principles and human rights are regularly discussed.

### **4.3 Company security procedures and implementation**

#### **4.3.1 Incident reporting**

Chevron Petroleum Company maintains a Communication Control Center in Colombia, which plays a role in managing and reporting incidents. Each terminal has a designated Facility Security Officer who understands the need to report incidents to both the control center and corporate security. This reporting requirement allows corporate security to monitor and track incidents while providing timely support/assistance to the business when required.

#### **4.3.2 Security Awareness and Vigilance training**

Security Awareness and Vigilance (SAV) training is conducted every three years for personnel and contractors with network access in Colombia. The SAV training covers VPSHR-related topics.

#### **4.3.3 Security Risk Assessment Program**

As part of the Security Risk Assessment Program, three baseline security self-assessments including questions addressing Voluntary Principles implementation were conducted in 2025.

A Security Management Review (SMR) for the business operating in Colombia (Lubricants and Fuels) was conducted in 2019. This SMR contained a significant section reviewing VPSHR components.