

**Corporate Human Rights Benchmark
2023 Company Scorecard**

Company name Chevron
Sector Extractives
Overall score 33.1 out of 100

Theme score	Out of	For theme
3.6	10	A. Governance and Policy Commitments
7.3	25	B. Embedding Respect and Human Rights Due Diligence
10.0	20	C. Remedies and Grievance Mechanisms
5.6	25	D. Performance: Company Human Rights Practices
6.6	20	E. Performance: Responses to Serious Allegations

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2022 Methodology document for the sector concerned. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policy Commitments (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Universal Declaration of Human rights (UDHR): The Human Rights Policy indicates: 'we commit to respect human rights as set out in the United Nations Universal Declaration of Human Rights'. [About Our Human Rights Policy update 2020, 2020: chevron.com] Score 2 <ul style="list-style-type: none"> Met: Commitment to UNGPs: It also states that 'we commit to [...] adhere to the principles set out in the United Nations Guiding Principles on Business and Human Rights'. [About Our Human Rights Policy update 2020, 2020: chevron.com]
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Commitment to ILO core principles: The document About Our Human Rights Policy indicates: 'we commit to respect human rights as set out in the [...] International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work'. [About Our Human Rights Policy update 2020, 2020: chevron.com] Met: Explicitly lists all four ILO core principles: It also indicates that it is committed 'to respecting the ILO core labor principles concerning freedom of association and collective bargaining, non-discrimination, elimination of forced labor and underage workers in the workplace'. [About Our Human Rights Policy update 2020, 2020: chevron.com] Score 2 <ul style="list-style-type: none"> Met: Expects BPs/JVs to commit to ILO core principles: The Business Conduct and Ethics Expectations for Suppliers and Contractors indicates: 'Chevron expects its

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			<p>suppliers and contractors to: [...] Adhere to the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work’. [Business Conduct and Ethics Expectations for Suppliers and Contractors, N/A: chevron.com]</p> <ul style="list-style-type: none"> • Met: Explicitly lists all four ILO core principles for BPs/JVs: The document also states that 'Chevron expects its suppliers and contractors to: [...] Adhere to the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, including freedom of association and collective bargaining, non-discrimination, the elimination of forced and compulsory labor, and the abolition of child labor’. [Business Conduct and Ethics Expectations for Suppliers and Contractors, N/A: chevron.com]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to respect H&S of workers: The Business Conduct and Ethics Code indicates: 'Chevron’s policy is to protect the safety and health of people [...]. We place the highest priority on the health and safety of our workforce'. The Business Conduct and Ethics Expectations for Suppliers and Contractors adds: 'Chevron is committed to maintaining the safety and health of people'. [Business Conduct Ethics Code, 2022: chevron.com] & [Business Conduct and Ethics Expectations for Suppliers and Contractors, N/A: chevron.com] • Not Met: Commitment to ILO working hours standards or 48 hour regular work week <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects BPs/JVs to commit to H&S of workers: The Business Conduct and Ethics Expectations for Suppliers and Contractors indicates: 'Chevron is committed to maintaining the safety and health of people [...] Chevron expects its suppliers and contractors to: Conduct their business in a manner that protects people [...]. Comply with all applicable Chevron company policies and requirements, both in regard to suppliers’ and contractors’ own workers, and the workers of their subcontractors and comply with all applicable environmental, health and safety laws and regulations'. [Business Conduct and Ethics Expectations for Suppliers and Contractors, N/A: chevron.com] • Not Met: Expects BPs/JVs to commit to ILO working hours standards or 48 hour regular work week
A.1.3.a.EX	Commitment to respect human rights particularly relevant to the sector – land, natural resources and indigenous peoples’ rights (EX)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Commitment to respect land ownership/natural resources as in VGGT • Met: Commitment to respect land ownership/natural resources as in IFC Performance Standards: The Human Rights Policy indicates: 'we commit to [...] adhere to the principles set out in the International Finance Corporation’s Performance Standards'. [About Our Human Rights Policy update 2020, 2020: chevron.com] & [Human Rights_web, N/A: chevron.com] • Not Met: Commitment to respect indigenous rights or ILO No.169 or UN Declaration: The webpage section Human Rights indicates: 'Chevron acknowledges the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)’. The 2022 Corporate Sustainability Report notes: 'Chevron aims to collaborate with Indigenous Peoples and their communities to build trusting and mutually beneficial relationships in a way that respects their history, culture and customs’. However, on the one hand 'acknowledges' and 'aims to collaborate' are not considered formal statements of commitment according to CHRB wording criteria and on the other hand, neither a webpage, nor a report are considered suitable sources for policy statements under its revised approach (these sources are accepted elsewhere, but these particular indicators look for policy statements placed in formal policies). The Company has provided additional comments to CHRB regarding this subindicator, however, the source and its content, was already in use. [Human Rights_web, N/A: chevron.com] & [2022 Corporate Sustainability Report, 2023: chevron.com] • Not Met: Expects EX BPs to make these commitments: The Business Conduct and Ethics Expectations for Suppliers and Contractors indicates: 'Chevron expects its suppliers and contractors to: [...] Commit to respect, where applicable, the rights of Indigenous Peoples in a way that respects their history, culture and customs, within legal and constitutional frameworks'. The document About Our Human Rights Policy indicates: 'We expect our suppliers and contractors [...] adhere to the spirit and intent of this policy, as well as our statements and guidelines relating to Indigenous Peoples, human rights defenders, land tenure and water. [...] Other business partners – We encourage customers and business partners, including those in a joint venture, partnership or collaboration, to respect human rights, adhere to applicable international principles, and respect the spirit and intent of this policy, as well as our statements and guidelines related to indigenous peoples,

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			<p>human rights defenders, land tenure and water’. However, it is not clear the Company also expects extractive business partners to commit to respect ownership/use of land and natural resources and respect legitimate tenure rights related to the ownership and use of land and natural resources as set out in the relevant part(s) of the Voluntary Guidelines on the Responsible Governance of Tenure (VGGT) or the IFC Performance Standards, as no evidence was found. [Business Conduct and Ethics Expectations for Suppliers and Contractors, N/A: chevron.com] & [About Our Human Rights Policy update 2020, 2020: chevron.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to obtain FPIC or zero tolerance to land grabbing: The webpage section Human Rights indicates: ‘Chevron acknowledges the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and strives to obtain free, prior and informed consent of indigenous communities as described in the 2012 International Finance Corporation Performance Standard 7 and supporting guidance, and consistent with the law’. However, on the one hand, ‘strives’ is not considered a formal statement of commitment according to CHRB wording criteria. On the other hand, a webpage is no longer considered a suitable source for policy statements under its revised approach (policy indicators looks for statements placed in policy documents). The website also states that ‘Chevron’s Human Rights Policy sets the expectation that the company will avoid relocation or resettlement whenever possible. When resettlement is unavoidable, we strive to work collaboratively and transparently with local communities, including Indigenous Peoples, to foster ongoing support for our activities’. However, this subindicator looks for a publicly available policy statement committing it to respecting ownership/use of land and natural resources which also includes a commitment to obtain the free prior and informed consent (FPIC) from indigenous peoples and local communities for transaction(s) involving land and natural resources found. Alternatively, the Company could commit to a zero tolerance for land grabbing. No further evidence found. [Human Rights_web, N/A: chevron.com] • Not Met: Commitment to respect the right to water: The document About Our Human Rights Policy indicates: ‘We expect our suppliers and contractors [...] adhere to the spirit and intent of this policy, as well as our statements and guidelines relating to [...] water’. However, although the Company expects suppliers and contractors to adhere to guidelines relating to water, no policy statement committing the Company to respecting the right to water found. The webpage section Stewarding Responsible Water Management notes: ‘Chevron recognizes that collaboration with the communities where we operate is fundamental to strengthening water stewardship. [...] We have management systems, processes and standards to manage this critical natural resource in alignment with The Chevron Way and our Human Rights Policy’. However, no commitment to respecting the right to water found. Moreover, commitments are expected to be placed in formal policy documents. No further evidence found. [About Our Human Rights Policy update 2020, 2020: chevron.com] & [Stewarding Responsible Water Management_web, N/A: chevron.com] • Not Met: Expects EX BPs to make these commitments: The document About Our Human Rights Policy indicates: ‘We expect our suppliers and contractors [...] adhere to the spirit and intent of this policy, as well as our statements and guidelines relating to [...] water. [...] Other business partners – We encourage customers and business partners, including those in a joint venture, partnership or collaboration, to respect human rights, adhere to applicable international principles, and respect the spirit and intent of this policy, as well as our statements and guidelines related to [...] water’. However, no evidence found of a requirement to commit to obtain the free prior and informed consent (FPIC) from indigenous peoples and local communities for transaction(s) involving land and natural resources or to a zero tolerance for land grabbing. [About Our Human Rights Policy update 2020, 2020: chevron.com]
A.1.3.b.EX	Commitment to respect human rights particularly relevant to the sector – security (EX)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to Voluntary Principles on Security and HRs: The document About Our Human Rights Policy indicates: ‘we commit to [...] adhere to the principles set out in the [...] Voluntary Principles on Security and Human Rights’. [About Our Human Rights Policy update 2020, 2020: chevron.com] • Not Met: Uses only ICoCA members as security providers • Not Met: Commits to International Humanitarian Law <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Expects EX BPs to commit to these rights: The Business Conduct and Ethics Expectations for Suppliers and Contractors indicates: ‘Chevron expects its suppliers and contractors to: Treat their employees and communities in a manner

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			that adheres [...] the Voluntary Principles on Security and Human Rights'. However, it is not clear it expects extractive business partners to commit to respect international humanitarian law (IHL). [Business Conduct and Ethics Expectations for Suppliers and Contractors, N/A: chevron.com]
A.1.4	Commitment to remedy	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Commitment to remedy adverse HRs impacts • Not Met: Expects EX BPs to make this commitments Score 2 <ul style="list-style-type: none"> • Not Met: Commitment to collaborate with judicial or non-judicial mechanisms • Not Met: Commitment to work with EX BPs on remedy
A.1.5	Commitment to respect the rights of human rights defenders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Zero tolerance of threats/attacks on HRDs: The document About Our Human Rights Policy indicates: 'We respect human rights in the following ways: [...] Through respecting lawful exercise of legitimate rights by human rights defenders'. The Statement on Human Rights Defenders states: 'Chevron will not tolerate or contribute to physical threats, intimidation or violence against human rights defenders lawfully exercising legitimate rights'. However, it is unclear if this commitment includes not contributing to legal threats. [About Our Human Rights Policy update 2020, 2020: chevron.com] & [Statement on Human Rights Defenders, 28/05/2019: chevron.com] Score 2 <ul style="list-style-type: none"> • Not Met: Expects BPs to make this commitment: The Business Conduct and Ethics Expectations for Suppliers and Contractors indicates: 'Chevron expects its suppliers and contractors to: [...] Adhere to the company's Statement on Human Rights Defenders'. The Statement on Human Rights Defenders states: 'Chevron will not tolerate or contribute to physical threats, intimidation or violence against human rights defenders lawfully exercising legitimate rights'. However, it is unclear if this commitment includes not contributing to legal threats. [Business Conduct and Ethics Expectations for Suppliers and Contractors, N/A: chevron.com] & [Statement on Human Rights Defenders, 28/05/2019: chevron.com] • Not Met: Commitment to working with HRDs to create safe and enabling environment

A.2 Board Level Accountability (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Board level responsibility for HRs: The Board's Public Policy and Sustainability Committee is in charge of overseeing the Company's Human Rights approach. Among its duties and responsibility are: 'The Committee shall assist the Board in fulfilling its oversight responsibility for the Corporation's broad enterprise risk management program by reviewing and evaluating risks that may arise in connection with the social, political, environmental, human rights and public policy aspects of the Corporation's activities, and in doing so direct that the Corporation consider a broad range of perspectives; [...] The Committee shall develop recommendations to the Board in order to assist in formulating and adopting basic policies, programs and practices concerning a range of public policy issues which include but are not limited to sustainability and climate change, environmental protection, corporate responsibility, human rights, government relations [...]'. [Public Policy and Sustainability Committee, 27/01/2022: chevron.com] • Not Met: Describes HRs expertise of Board member Score 2 <ul style="list-style-type: none"> • Not Met: Board member/CEO signal importance of HRs in their communications
A.2.2	Board responsibility	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Process to review HRs strategy at board level: The Public Policy and Sustainability Committee Charter indicates: 'The Committee shall meet as often as may be deemed necessary or appropriate, [...], either in person or telephonically, and at such times and places as the Chairperson determines. The Committee shall meet in executive session without the presence of management of the Corporation, as appropriate. The Committee shall report regularly to the full Board of Directors with respect to its activities'. The Proxy statement indicates that the Committee 'is briefed on the work of the Chevron Global Issues Committee, an executive-level committee that is regularly updated on various sustainability issues as well as ESG engagements with stockholders and other stakeholders. The Audit Committee discusses potential financial risk exposures related to sustainability. The

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			<p>Governance Committee discusses maintaining appropriate Board composition to oversee various sustainability and ESG issues [...] The Management Compensation Committee ("MCC") discusses how to align incentive program design with Chevron's sustainability strategy'. The Public Policy and Sustainability Committee met five times in 2021. [2022 Proxy Statement, 07/04/2022: chevron.com] & [Public Policy and Sustainability Committee, 27/01/2022: chevron.com]</p> <ul style="list-style-type: none"> • Not Met: Example of HRs issues/trends discussed in last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Describes how affected stakeholders / HRs experts inform board discussions
A.2.3	Incentives and performance management	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: At least one board member incentive linked to HRs commitments: The Proxy Statement indicates that it has an incentive plan (CIP) for the CEO (and other NEOs). It includes a 25% weight from 'Operating & safety performance", which includes personal safety (eliminate fatalities and prevent serious injuries). The Company discloses year-end results against the plan, allocating a score to the performance and a weighted score. The CEO is also the Chairman of the Board of Directors. [Corporate Governance _web, N/A: chevron.com] & [2022 Proxy Statement, 07/04/2022: chevron.com] • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S: No evidence found of additional human-rights related topics being included in incentives. No evidence found that health and safety also covers health and safety of workers of extractive business partners or local communities. [2022 Proxy Statement, 07/04/2022: chevron.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Performance criteria linked to HRs made public: The Proxy statement discloses the objectives, the results against the objectives, the score attached to each item's performance and the weighted score to calculate compensation. [2022 Proxy Statement, 07/04/2022: chevron.com] • Not Met: Review of other board incentives for coherence with HRs policies
A.2.4	Business model strategy and risks	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Board process to review business model and strategy for HRs risks • Not Met: Describes frequency and triggers for reviewing business model <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Example of actions resulting from reviews

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of 1 on A.1.2.a: See A.1.2.a • Met: Senior responsibility for HRs implementation and decision making: The Sustainability Report indicates that 'The Global Issues Committee (GIC), an executive-level subcommittee, oversees Chevron's policies and positions on sustainability issues and practices'. It 'Oversees management of sustainability issues and practices, including: [...] Human Rights'. [2021 Corporate Sustainability Report, 2022: chevron.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes day-to-day responsibility for implementing HRs commitments: It also discloses the example of its Global Labor Relations Counsellor, whose 'current role is to provide labor relations support to business units on three continents'. However, it is not clear how it assigns responsibility for implementing its human rights policy commitments for day-to-day management across relevant departments in general. [2021 Corporate Sustainability Report, 2022: chevron.com] • Not Met: Day-to-day resources and expertise allocation in own operations • Not Met: Resources and expertise allocation with EX BPs
B.1.2	Incentives and performance management	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Senior manager incentives linked to HRs commitments: Regarding Executive Compensation, 2021 Proxy Statement indicates that it is made up of Base Salary,

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			<p>Annual Incentive Plan [CIP] and Long-Term Incentive Plan (LTIP). The CIP includes Operating and Safety Performance. See also A.2.3 [2022 Proxy Statement, 07/04/2022: chevron.com]</p> <ul style="list-style-type: none"> • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S: Although the incentive scheme covers safety, it is not clear it covers the health and safety of local communities, or workers in the supply chain. [2022 Proxy Statement, 07/04/2022: chevron.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Performance criteria linked to HRs made public: Chevron Incentive Plan [CIP] scorecard includes 'Operating & Safety Performance' which weights 25% Annual Incentive Plan. One of its performance measure is 'Personal safety', for which the 2021 Plan is 'Eliminate fatalities and prevent serious injuries'. See also A.2.3. [2022 Proxy Statement, 07/04/2022: chevron.com] • Not Met: Review of other senior management incentives for coherence with HRs policies
B.1.3	Integration with enterprise risk management	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HRs risks integrated as part of enterprise risk system: Regarding the Public policy and Sustainability, the 2021 Proxy Statement indicates: it 'Assists the Board in fulfilling its oversight of enterprise risk management, particularly risks in connection with the environmental, social, human rights, political, and public policy aspects of Chevron's activities, and in doing so directs that the Company consider a broad range of perspectives'. [2022 Proxy Statement, 07/04/2022: chevron.com] • Not Met: Provides an example <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Risk assesment by Audit Committee or independent third party
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of 1 on A.1.2.a: See A.1.2.a • Met: Communicates HRs policies to all workers in own operations: The 2021 Corporate Sustainability Report indicates: 'in 2021, to educate our workforce, we provided human rights training to more than 5,400 employees and contractors – including appropriate personnel who joined Chevron as part of the Noble Energy acquisition – using our updated human rights computer-based training module'. The webpage section Human Rights adds: 'The policy [Human Rights] is embedded in Chevron's Business Conduct and Ethics Code compliance training for all employees. Various levels of training are in place to inform our teams as they work to manage potential impacts in the communities where we operate, the provision of security, the administration of our workforce, and the procurement of products and services'. Local languages are assumed in training. [2021 Corporate Sustainability Report, 2022: chevron.com] & [Human Rights_web, N/A: chevron.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Communicates HRs policies to stakeholders • Not Met: Example of how HRs policies are accessible for intended audience
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Meets ILO requirement for suppliers on A.1.2.a • Met: Describes steps to communicate HRs policies to EX BPs: The webpage section Human Rights indicates: 'Annually, Chevron sends letters to the executive leadership of several hundred contractors and suppliers about the importance of respecting human rights. We take the opportunity to remind these leaders that Chevron expects our contractors and suppliers to treat their employees and interact with communities in a manner that adheres to our Human Rights Policy and the ILO's Declaration on Fundamental Principles and Rights at Work'. The 2022 Expectation for Suppliers and Contractors Letter explains: 'We expect all suppliers and business partners to: Treat your employees and communities according to Chevron's human rights policy, the United Nations Guiding Principles on Business and Human Rights, and the Voluntary Principles on Security and Human Rights. Adhere to the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, including freedom of association and collective bargaining, non-discrimination, the elimination of forced and compulsory labor, and the abolition of child labor. Where applicable, commit to respecting Indigenous Peoples' rights in a way that respects their history, culture, and customs within legal and constitutional frameworks'. [Expectation for Suppliers and Contractors (letter), N/A: chevron.com] & [Human Rights_web, N/A: chevron.com]

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			<p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes how HRs policies are contractual/binding for suppliers: The Sustainability Report indicates: 'The Code [Business Conduct and Ethics Code] reinforces our compliance commitment and the responsibility of each employee to ensure that Chevron's activities fully adhere to legal and policy requirements everywhere we operate. Chevron maintains internal accounting, administrative and operational controls to manage these standards of conduct and compliance. We communicate this requirement to our business partners through our contractual requirements and through ongoing engagement'. The Business Conduct and Ethics Code contains the Company's Human Rights commitments. [2021 Corporate Sustainability Report, 2022: chevron.com] & [Business Conduct Ethics Code, 2022: chevron.com] • Not Met: Requires EX BPs to cascade contractual/binding HRs policies to their BPs: The 2022 Expectation for Suppliers and Contractors Letter explains: 'Chevron welcomes opportunities to collaborate with our business partners to build and sustain strong processes and systems for respecting human rights. [...] To help communicate our expectations broadly, we ask that you share this letter within your organization and with all appropriate subsidiaries, contractors, and subcontractors to emphasize the importance of committing to these fundamental rights'. However, although the Company asks business partners to communicate its policies to its suppliers, it is not clear that indirect business partners have binding arrangements to comply with human rights policy commitments. [Expectation for Suppliers and Contractors (letter), N/A: chevron.com]
B.1.5	Training on Human Rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of at least 1 on A.1.2.a: See A.1.2.a • Met: Describes how workers are trained on HRs policy commitments: The 2021 Corporate Sustainability Report indicates: 'in 2021, to educate our workforce, we provided human rights training to more than 5,400 employees and contractors – including appropriate personnel who joined Chevron as part of the Noble Energy acquisition – using our updated human rights computer-based training module'. The webpage section Human Rights adds: 'The policy [Human Rights] is embedded in Chevron's Business Conduct and Ethics Code compliance training for all employees. Various levels of training are in place to inform our teams as they work to manage potential impacts in the communities where we operate, the provision of security, the administration of our workforce, and the procurement of products and services'. [2021 Corporate Sustainability Report, 2022: chevron.com] & [Human Rights_web, N/A: chevron.com] • Met: Trains relevant managers including security on HRs: The webpage section Human Rights adds: 'The policy [Human Rights] is embedded in Chevron's Business Conduct and Ethics Code compliance training for all employees. Various levels of training are in place to inform our teams as they work to manage potential impacts in the communities where we operate, the provision of security, the administration of our workforce, and the procurement of products and services. [...] IPIECA's [the global oil and gas industry association for environmental and social issues] Human Rights Working Group and Social Responsibility Working Group develop best practices and disseminate learning materials to industry practitioners on key issues where human rights impacts can occur, including within our supply chain and security operations, and in the communities where we operate. Chevron helped IPIECA develop its Responsible Security Operations Task Force, which continually shares practices on security and human rights through information sharing, training and peer learning'. [Human Rights_web, N/A: chevron.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a: See A.1.2.a • Met: Meets both requirements under score 1 • Not Met: Trains BPs to meet HRs commitments: The report states that 'in 2021, to educate our workforce, we provided human rights training to more than 5,400 employees and contractors – including appropriate personnel who joined Chevron as part of the Noble Energy acquisition – using our updated human rights computer-based training module'. No further details found on how it trains business partners to help them meet human rights commitments. [2021 Corporate Sustainability Report, 2022: chevron.com] • Not Met: Discloses % suppliers trained
B.1.6	Monitoring and corrective actions	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of at least 1 on A.1.2.a: See A.1.2.a • Not Met: Monitors implementation of HRs policy commitments across global ops and EX BPs: The Company states that 'Periodic management system cycle

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>assessments are conducted that evaluate OEMS [Operational Excellence Management System] performance and effectiveness. The OEMS also includes assurance and audit programs of operating units and focus areas to confirm that safeguards are in place, functioning, and meet internal and external requirements'. However, no evidence found that the OEMS includes Human Rights commitments. 'One way that Chevron manages potential human rights risk in our supply chain is through our Contractor Health, Environment and Safety Management, or CHESM. Through this process, we work with suppliers to increase accountability and continually improve their performance. Major suppliers are selected for periodic audits and business units may use internal, external or third-party auditing resources, depending on the audit strategy. The audits cover health, environmental and safety standards and compliance. Labor issues or concerns may be emphasized as part of this process, depending on the business location'. However, it seems to cover just some part of its human rights policy. Moreover, it is not clear how it monitors the implementation of its human rights policy commitments across its global operations. [Human Rights_web, N/A: chevron.com]</p> <ul style="list-style-type: none"> • Not Met: Discloses % of EX BP's monitored • Not Met: Describes how workers are involved in monitoring <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a: See A.1.2.a • Not Met: Describes corrective actions process • Not Met: Discloses findings and number of correction action processes
B.1.7	Engaging and terminating business relationships	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: HRs performance affects selection EX BPs: The Human rights website indicates: 'We expect our 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 our Human Rights Policy. [...]'. Chevron seeks to implement our human rights-related expectations of contractors, suppliers and services providers through a variety of due diligence and performance management processes that we apply to current and potential suppliers'. However, no details found on how it is taken into account in potential partner selection. [Human Rights_web, N/A: chevron.com] • Met: HRs performance affects ongoing BPs relationships: The Company states that 'Chevron maintains robust internal accountability standards and procedures for employees or contractors failing to meet company standards, including Chevron's Human Rights Policy. Non-compliance with our policies can result in discipline, up to and including termination'. [California Transparency in Supply Chains Act Disclosure, N/A: chevron.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes positive HRs incentives for business relationships • Not Met: Works with EX BPs to meet HRs requirements
B.1.8	Approach to engagement with affected stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes how workers and communities identified and engaged in the last two years: The webpage section Human Rights indicates: 'Our operations systematically manage the Stakeholders Focus Area through a stakeholder engagement and issues management (SEIM) process. [...] Soliciting input from communities and other stakeholders is central to the SEIM process. The SEIM process includes soliciting input from communities and other stakeholders while systematically assessing risks and safeguards. [...] As stakeholder engagement is practiced at the corporate, regional, and local levels of Chevron, the process provides general guidance, principles and steps for identifying stakeholders, planning and executing an engagement process that can be scaled to local operating environments, and specific business requirements. In summary, the process requires that: A system is in place to identify stakeholders and to plan and execute engagement with them that promotes mutual understanding about operations, facilities, projects, and products. Chevron fosters ongoing two-way engagement with communities, nongovernmental organizations (NGOs), government and regulatory authorities, and other appropriate stakeholders to address potential security, safety, health, environmental, supply chain, social, human rights and other concerns. Appropriate plans are in place, are evaluated on a periodic basis and include stakeholder engagement in the management of potential social impacts and issues management, including grievances'. Also: 'Annually, Chevron sends letters to the executive leadership of several hundred contractors and suppliers about the importance of respecting human rights'. The 2021 Corporate Sustainability Report discloses the list of stakeholders. It includes: employees, suppliers and contractors, and communities. It also indicates the

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>different means of engaging with the different groups. It indicates it 'regularly conducts surveys to assess the health of the company's culture. [...] In 2021, the company increased survey frequency to better understand employee sentiment throughout the year, including focused efforts to gain insights into employee well-being'. The 2022 Corporate Sustainability Report notes: 'Chevron Nigeria Limited (CNL) operations are in the Niger Delta region, home to multiple ethnic groups and known to be conflict-affected. In 2003, a violent interethnic conflict resulted in significant damage to company infrastructure. To move forward, CNL pursued a new approach to stakeholder engagement, leading to a global memorandum of understanding (GMoU).The GMoU is a multistakeholder partnership model. Clusters of ethnically similar communities organize into regional development committees that govern how CNL funding is allocated for the socioeconomic development of the area. The GMoU model is based on accountability, transparency and unity among communities and demonstrable positive impact. Since its adoption in 2005, the model has been acknowledged globally for addressing community restiveness and peace building, and facilitating rapid, sustainable socioeconomic development'. However, it is not clear what is the process by which it identifies who are the relevant stakeholder with whom to engage on human rights. [Human Rights_web, N/A: chevron.com] & [2022 Corporate Sustainability Report, 2023: chevron.com]</p> <ul style="list-style-type: none"> • Not Met: Discloses stakeholders whose HRs may be affected: The Company has provided comments to CHRB regarding this subindicator, noting that its Human Rights Policy is organized and built around categories of stakeholders most relevant to its business: employees, security, communities, suppliers and contractors, and other business partners. However, this subindicator focus on the disclosure of a description of the categories of stakeholders whose human rights have been or may be affected by its activities. No further evidence found. [About Our Human Rights Policy update 2020, 2020: chevron.com] • Not Met: Provides two examples of engagement with stakeholders: The 2022 Corporate Sustainability Report notes: 'Following the Australian Human Rights Commission Respect@Work Report and a Western Australia parliamentary inquiry into sexual harassment in the resources industry, there has been an increasing focus on inappropriate behaviors in Australia workplaces. Against this background, Chevron Australia commissioned a voluntary review of behaviors in its workplaces. A specialist consultant, Intersection, conducted workforce engagements across upstream worksites in the Pilbara and Perth, examined potential barriers to reporting and provided 24 recommendations across four key focus areas: Addressing the prevalence of any form of bullying, harassment and discrimination; Uplifting leadership accountability; Increasing diversity and inclusion; Improving the response to reports of inappropriate behaviors. [...] Chevron Australia has also held business unit-wide "Stand Up for Respect" events to discuss the importance of everyone contributing to a workplace free from bullying, harassment and discrimination'. It also indicates: 'Chevron Nigeria Limited (CNL) operations are in the Niger Delta region, home to multiple ethnic groups and known to be conflict-affected. In 2003, a violent interethnic conflict resulted in significant damage to company infrastructure. To move forward, CNL pursued a new approach to stakeholder engagement, leading to a global memorandum of understanding (GMoU).The GMoU is a multistakeholder partnership model. Clusters of ethnically similar communities organize into regional development committees that govern how CNL funding is allocated for the socioeconomic development of the area. The GMoU model is based on accountability, transparency and unity among communities and demonstrable positive impact. Since its adoption in 2005, the model has been acknowledged globally for addressing community restiveness and peace building, and facilitating rapid, sustain-able socioeconomic development'. However, no evidence of recent engagement found regarding the second example. [2022 Corporate Sustainability Report, 2023: chevron.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HRs issues • Not Met: Describes how stakeholders views influenced company's HRs approach

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes process of identifying risks in own operations: The webpage section Human Rights indicates: 'Chevron has processes that apply various levels of social impact assessments to operations within our control over the full asset lifecycle. These assessments provide a systematic and risk-based approach to identifying, assessing and managing potential social impacts, including human rights issues. Early and ongoing engagement with communities and key stakeholders is integral to identifying potential community impacts and developing appropriate mitigation plans'. [Human Rights_web, N/A: chevron.com] • Met: Describes process for identifying risks in EX BPs: The 2020 UK Modern Slavery Statement indicates: 'The Reporting Entities [indirect subsidiaries] follow Chevron's Operational Excellence Management System, which includes an Environmental, Social and Health Impact Assessment (ESHIA) process applicable to capital projects within Chevron's operational control. The ESHIA process provides a systematic and risk-based approach to identifying, assessing and managing potentially significant impacts. The assessments can include potential impacts of our and our suppliers' activities on surrounding communities, natural resources, air quality, land and water, and community health and livelihoods. It incorporates human rights due diligence to help the Reporting Entities consider how to safeguard the rights and interests of potentially affected communities'. The 2021 UK Modern Slavery Statement adds: 'Through Chevron's Contractor Operational Excellence Management (COEM) process, business unit HSE audit teams work with suppliers identified as having high OE [Operational Excellence] business risk — which includes potential social and community risk and may include forced labor risk — to increase accountability and continually improve their performance. [...] Under the COEM process, Chevron business units are empowered to solicit information from potential suppliers at the pre-award stage related to forced labor risks and to follow-up on those risks as warranted post-award. Staff augmentation and contingent labor contract workers working directly under Chevron guidance are outside the scope of the COEM Process but are covered by Chevron's human rights policy. The Reporting Entities follow our Operational Excellence Management System, which includes management of environmental and stakeholder risks, through both the Environmental Risk Management Program and the Stakeholder Engagement and Issues Management process. The types of risks captured through this process vary considerably and can include social and human rights impacts'. [UK Modern Slavery Act Statement 2020, 11/03/2021: chevron.com] & [2021 UK Modern Slavery Act Statement, 06/2022: chevron.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes global risk identification system incl. stakeholder consultation: The webpage section Human Rights indicates: 'Chevron has processes that apply various levels of social impact assessments to operations within our control over the full asset lifecycle. These assessments provide a systematic and risk-based approach to identifying, assessing and managing potential social impacts, including human rights issues. Early and ongoing engagement with communities and key stakeholders is integral to identifying potential community impacts and developing appropriate mitigation plans'. However, it is not clear this process occurs also in consultation with internal or independent external human rights experts and if it also applies to extractive business partners. [Human Rights_web, N/A: chevron.com] • Not Met: Describes how risk identification system is triggered by new circumstances: The document Global Operations Approach indicates: 'Chevron will operate where we can legally and profitably conduct our business, in accordance with The Chevron Way values. These values place the highest priority on protecting people, assets, the environment and the communities in which we operate. The Chevron Way values are implemented through our adherence to a number of policies and directives, including Chevron's Investment Analysis Manual, Operational Excellence Management System (OEMS), Human Rights Policy and our Business Conduct and Ethics Code. This specific framework of policies, processes and management system guides our decisions about capital investments and operations, and provides a standardized approach to identify and manage the financial and nonfinancial risks we encounter in our global business'. However, this subindicator looks for a description of how systems to identify its human rights risks and impacts are triggered by new country operations, relationships, new human rights challenges or conflict affecting particular locations. [Global Operations Approach, 2022: chevron.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.2	Assessing human rights risks and impacts	0.5	<ul style="list-style-type: none"> • Not Met: Describes risks identified in relation to new circumstances <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes assessment process and discloses salient HRs risks: As indicated in B.2.1, the Company applies social impact assessment at various levels over the full asset lifecycle, including engagement with communities. The website also states that the HR policy 'applies to all of our employees, projects and operations, guides our respect for human rights across the business, fosters greater awareness of human rights issues throughout the company and enhances our capabilities to identify and manage human rights risks. Chevron regularly identifies and manages potential impacts through processes and tools, including global and context-specific impact assessments'. Therefore, it seems to include relevant factors into account. [Human Rights_web, N/A: chevron.com] • Not Met: Describes how process applies to EX BPs: The 2020 Modern Slavery Statement indicates: 'The Reporting Entities [indirect subsidiaries] follow Chevron's Operational Excellence Management System, which includes an Environmental, Social and Health Impact Assessment (ESHIA) process applicable to capital projects within Chevron's operational control. The ESHIA process provides a systematic and risk-based approach to identifying, assessing and managing potentially significant impacts. The assessments can include potential impacts of our and our suppliers' activities on surrounding communities, natural resources, air quality, land and water, and community health and livelihoods. It incorporates human rights due diligence to help the Reporting Entities consider how to safeguard the rights and interests of potentially affected communities'. The 2021 UK Modern Slavery Statement adds: 'Through Chevron's Contractor Operational Excellence Management (COEM) process, business unit HSE audit teams work with suppliers identified as having high OE [Operational Excellence] business risk — which includes potential social and community risk and may include forced labor risk — to increase accountability and continually improve their performance. [...] The Reporting Entities follow our Operational Excellence Management System, which includes management of environmental and stakeholder risks, through both the Environmental Risk Management Program and the Stakeholder Engagement and Issues Management process. The types of risks captured through this process vary considerably and can include social and human rights impacts'. However, it is not clear how relevant factors are taken into account, such as geographical, economic, social and other factors for assessing Human Rights risks at its extractive business partners. [UK Modern Slavery Act Statement 2020, 11/03/2021: chevron.com] & [2021 UK Modern Slavery Act Statement, 06/2022: chevron.com] • Not Met: Public disclosure of results of HRs risk assessment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Describes how assessment involved affected stakeholders
B.2.3	Integrating and acting on human rights risks and impact assessments	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes system to prevent, mitigate and remediate HRs issues: The 2020 Modern Slavery Statement indicates: 'The Reporting Entities [indirect subsidiaries] follow Chevron's Operational Excellence Management System, which includes an Environmental, Social and Health Impact Assessment (ESHIA) process applicable to capital projects within Chevron's operational control. The ESHIA process provides a systematic and risk-based approach to identifying, assessing and managing potentially significant impacts. Regarding its impact assessment process, the webpage section Human Rights notes: 'Early and ongoing engagement with communities and key stakeholders is integral to identifying potential community impacts and developing appropriate mitigation plans'. The 2022 Corporate Sustainability Report notes: 'We operationalize our commitment to respecting human rights by implementing processes, procedures and tools that enable us to identify and manage potential human rights impacts. This includes guidance on conducting risk and impact assessments as well as engaging with suppliers, contractors and other business partners. Within our Operational Excellence Management System (OEMS), our Stakeholder Engagement and Issues Management process continues to be the primary mechanism to put into action our respect for human rights in the communities where we operate. Most Chevron business units undergo an OEMS audit every three to five years and conduct annual assurance activities. Through our OEMS audit and assurance program, subject matter experts review the effectiveness of process and safeguard implementation. Safeguards such as grievance mechanisms and plans for stakeholder engagement, issue management, emergency response and social investment are systematically reviewed alongside the other OEMS focus areas. Where a business unit has a

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>resettlement plan or engagement with Indigenous Peoples, these plans are also in scope for an audit'. However, evidence seems to focus in ensuring that systems are being applied correctly and ensuring effectiveness. This subindicator looks for evidence of how, for the different salient issues noted, the Company implements action plans with the aim of addressing them. [UK Modern Slavery Act Statement 2020, 11/03/2021: chevron.com] & [2022 Corporate Sustainability Report, 2023: chevron.com]</p> <ul style="list-style-type: none"> • Not Met: Describes how global system applies to EX BPs • Met: Example of actions decided on at least 1 salient HRs issue: The 2021 Corporate Sustainability Report indicates: 'Since 2018, the Equatorial Guinea business unit has supported Ven Amiga (Spanish for "Come Friend"), an anti-trafficking initiative run by the nonprofit organization Por la Igualdad y por los Derechos Humanos de la Mujer en África (IDHMA). The program is conducting a national prevention and awareness campaign, mobilizing communities at all levels to prevent human trafficking. It focuses on mitigating the risks to vulnerable groups such as women and children and raising awareness of the risks of labor exploitation. The target audience includes educators, students, community leaders and the public. As the only NGO working on anti-trafficking measures in the country, IDHMA is working with the government of Equatorial Guinea to advocate for the enforcement of laws and prevention of human trafficking. Supported by the U.S. Embassy and working across sectors, it is also utilizing innovative methods to educate, inform and galvanize support'. [2021 Corporate Sustainability Report, 2022: chevron.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Met: Describes how stakeholders involved in decisions about actions taken: The webpage section Human Rights notes: 'Early and ongoing engagement with communities and key stakeholders is integral to identifying potential community impacts and developing appropriate mitigation plans. [...] Key common community-related safeguards include the execution of plans related to stakeholder engagement, social impact mitigation, social investment, grievance mechanisms and emergency response'. Also: 'As stakeholder engagement is practiced at the corporate, regional, and local levels of Chevron, the process provides general guidance, principles and steps for identifying stakeholders, planning and executing an engagement process that can be scaled to local operating environments, and specific business requirements. In summary, the process requires that: A system is in place to identify stakeholders and to plan and execute engagement with them that promotes mutual understanding about operations, facilities, projects, and products. Chevron fosters ongoing two-way engagement with communities, nongovernmental organizations (NGOs), government and regulatory authorities, and other appropriate stakeholders to address potential security, safety, health, environmental, supply chain, social, human rights and other concerns. Appropriate plans are in place, are evaluated on a periodic basis and include stakeholder engagement in the management of potential social impacts and issues management, including grievances'. [Human Rights_web, N/A: chevron.com]
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes system for evaluation effectiveness of actions • Not Met: Example of lessons learned from evaluation effectiveness of actions <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Involves stakeholders in evaluation effectiveness of actions
B.2.5	Communicating on human rights impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Provides two examples of comms with stakeholders: The Company has provided additional comments to CHRB regarding this subindicator explaining how Chevron Nigeria Limited established a 'new approach to stakeholder engagement, leading to a global memorandum of understanding (GMOU)'. It also made reference to a voluntary review of behaviors in its workplaces in Chevron Australia. However, this subindicator looks for evidence of how the Company has responded, in terms of communication, to specific concerns raised in relation to a particular issue. The Company is expected to provide two examples. No further evidence found. [2022 Corporate Sustainability Report, 2023: chevron.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes challenges to effective comms and how it is working to address them

C. Remedies and Grievance Mechanisms (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance mechanism(s) for workers	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: Grievance mechanism accessible to all workers: The Business Conduct and Ethics Code indicates: 'We must also report any activity that could damage the company's reputation. One resource available to each of us is the Chevron Hotline. You can call or submit a report to the Hotline, which operates 24 hours a day, seven days a week'. [Business Conduct Ethics Code, 2022: chevron.com] <p>Score 2</p> <ul style="list-style-type: none"> Met: Grievance mechanism available in appropriate languages and workers made aware: The Hotline Channel is available in 15 languages. The 2021 Corporate Sustainability Report indicates: 'Chevron employees and contractors receive training on Chevron's Business Conduct and Ethics Code every two years'. The Code contains information on its grievance mechanisms. [2021 Corporate Sustainability Report, 2022: chevron.com] & [Ethics hotline_web, N/A: secure.ethicspoint.com] Met: Describes how workers in EX BPs access grievance mechanism: The Business Conduct and Ethics Expectations for Suppliers and Contractors indicate: 'Chevron is committed to appropriate conduct by its employees, suppliers and contractors and requires questionable conduct to be reported. This may include, for example, violations of the Chevron Business Conduct and Ethics Code, company policies, and applicable laws or regulations. The Chevron Hotline provides a direct, effective and risk-free way to report such suspected violations'. The California Transparency in Supply Chains Act Disclosure adds: 'One important accountability mechanism is Chevron's Corporate Compliance Hotline. Employees, suppliers, and contractors may communicate workplace concerns to Chevron's Corporate Compliance Hotline 24 hours per day, seven days per week'. [Business Conduct and Ethics Expectations for Suppliers and Contractors, N/A: chevron.com] & [California Transparency in Supply Chains Act Disclosure, N/A: chevron.com] Not Met: Expects EX BPs to convey expectation to their BPs
C.2	Grievance mechanism(s) for external individuals and communities	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: Grievance mechanism accessible to all external individuals and communities: The 2020 Modern Slavery Statement indicates: 'The Hotline is also available for use by external stakeholders'. [UK Modern Slavery Act Statement 2020, 11/03/2021: chevron.com] <p>Score 2</p> <ul style="list-style-type: none"> Met: Grievance mechanism available in appropriate languages and affected stakeholders made aware: The Hotline Channel is available in 15 languages. The Grievance Management Guidance Summary Document indicates: 'For a grievance mechanism to be effective, stakeholders must be aware of it and how to use it; and the grievance mechanism must be locally acceptable and accessible'. It then details how develop the mechanism. It also explains that: 'Common grievance mechanisms attributes are: [...] Accessible – The process should be publicized such that all community members can understand and have access to it, including groups who may face barriers to access, such as women and historically disadvantaged groups. Barriers can include language, illiteracy, bureaucratic form filling, cost, geographic distance and fear of reprisal'. [Ethics hotline_web, N/A: secure.ethicspoint.com] & [Grievance Management Guidance Summary Document, 08/2018: chevron.com] Not Met: Describes how external individuals/communities access grievance mechanism: The 2020 Modern Slavery Statement indicates: 'The Hotline is also available for use by external stakeholders'. However, it is not clear that external individuals and communities have access to it, in order to raise Complaints or concerns about human rights issues at the Company's extractive business partners. [UK Modern Slavery Act Statement 2020, 11/03/2021: chevron.com] Not Met: Expects EX BPs to convey expectation to their BPs
C.3	Users are involved in the design and performance of the mechanism(s)	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: Describes how users engaged on design and performance: The Company highlights how the Grievance Mechanism Guidance encourages best practice in community feedback systems. The Company states that 'the mechanism should be based on engagement and two-way dialogue and promote continuous learning'. [Human Rights_web, N/A: chevron.com] <p>Score 2</p> <ul style="list-style-type: none"> Met: Describes how users engaged on improvement of mechanism: Chevrons Grievance Management Guide section 5.1.1 'Include Stakeholders in Evaluating the Mechanism', states that the Company 'track external stakeholder feedback on the use and effectiveness of the mechanism in the form on satisfaction surveys, inputs

Indicator Code	Indicator name	Score (out of 2)	Explanation
			from town halls and feedback forms from complainants who used the mechanism. Ensure to demonstrate that stakeholder inputs is considered'. [Grievance Management Guidance Summary Document, 08/2018: chevron.com] <ul style="list-style-type: none"> • Not Met: Provides user engagement examples (at least two) on improvement
C.4	Procedures related to the mechanism(s) are equitable, publicly available and explained	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Describes procedure and timescales for managing complaints or concerns: Chevron summarises its Grievance Mechanism Process into a six step process. Receive and register grievance, acknowledge, screen, evaluate, respond and follow up and close out. Within these six steps the Company indicates that tries to address responses immediately but the type and complexity of the issues may vary the length and scale of the response. It also indicates that 'once logged, grievances should be acknowledged in writing as soon as practical. Complainants should be told that their grievances have been received and registered. Without acknowledgement, complainants may assume their grievance submissions have been ignored'. In relation to response it states that 'Clear, timely and accurate responses are important to maintaining stakeholder trust. Upon completion of the evaluation, the complainant should receive a response that is locally appropriate, fair and commensurate with the level of grievance'. [Grievance Management Guidance Summary Document, 08/2018: chevron.com] • Not Met: Describes technical, financial, advisory support to enable equal access Score 2 <ul style="list-style-type: none"> • Not Met: Describe types of outcome to complainant through use of mechanism • Not Met: Describes escalation to senior levels / independent adjudicators
C.5	Prohibition of retaliation for raising complaints or concerns	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Public statement prohibiting retaliation against workers/stakeholders: The Business Conduct and Ethics Code indicates: 'Chevron does not tolerate any form of retaliation for reports made in good faith. This includes blatant actions, such as firing, transferring, demoting or publicly attacking someone, as well as more subtle retaliation, such as avoiding someone, leaving him or her out of professional or social activities and so on'. The webpage section Chevron Hotline reaffirms this statement. The channel is open to workers and external stakeholders. [Business Conduct Ethics Code, 2022: chevron.com] • Met: Describes practical measures to prevent retaliation: The 2021 Corporate Sustainability Report indicates: 'The Chevron Hotline operates 24 hours a day, seven days a week and is available for anonymous reporting'. [2021 Corporate Sustainability Report, 2022: chevron.com] Score 2 <ul style="list-style-type: none"> • Not Met: Specifies no legal action, firing or violence: The Business Conduct and Ethics Code indicates: 'Chevron does not tolerate any form of retaliation for reports made in good faith. This includes blatant actions, such as firing, transferring, demoting or publicly attacking someone, as well as more subtle retaliation, such as avoiding someone, leaving him or her out of professional or social activities and so on'. However, it is not clear it will not retaliate against workers and stakeholders through legal action against persons or organisations who have brought or tried to bring a case against it involving credible allegation of adverse human rights impacts, or against the lawyers representing them; and engaging in violent acts or threats to the livelihoods, careers or reputation of claimants or their lawyers. [Business Conduct Ethics Code, 2022: chevron.com] • Not Met: Expects EX BPs to prohibit retaliation against workers/stakeholders: The Business Conduct and Ethics Expectations for Suppliers and Contractors indicates: 'Chevron does not tolerate any form of retaliation for reports made in good faith to the Hotline'. However, it is not clear this prohibition of retaliation also covers individual stakeholders and communities at supplier level, as it is not clear the mechanism is open to them. [Business Conduct and Ethics Expectations for Suppliers and Contractors, N/A: chevron.com]
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Complainants not asked to waive legal rights: The Grievance Management Guidance Summary Document indicates: 'If the stakeholder believes that the grievance is not resolved after the proposed remedy, the stakeholder may continue to pursue other remedies, as the company grievance mechanism does not foreclose stakeholder rights'. [Grievance Management Guidance Summary Document, 08/2018: chevron.com] • Not Met: Does not require confidentiality provisions Score 2 <ul style="list-style-type: none"> • Not Met: Cooperates with state based non judicial mechanisms

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes approach taken to remedy adverse HRs impacts: The 2021 report indicates that in Bangladesh 'The types of grievances lodged have included impacts of security lighting and water discharge, among others. For example, when the grievance related to security lighting was introduced, a review revealed that the intensity of the security lighting may have been one of the contributing hindrances to the ability for some crops located very close to the fence to complete the process of photosynthesis. To contribute to remediation, the angle of the lighting was changed and the intensity of the lighting reduced'. [2021 Corporate Sustainability Report, 2022: chevron.com] • Not Met: Describes how remedy would be provided if no adverse impact identified <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes changes to systems, processes and practices to prevent future impacts • Not Met: Describes approach to monitoring/implementing agreed remedy • Not Met: Describes approach to learning from incidents if no adverse impacts identified
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Discloses number of grievances filed, addressed or resolved and outcomes achieved • Not Met: Example of how lessons from mechanism improved HRs management system <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes process to evaluate mechanism and changes made as a result: The Human Rights website states that 'In 2021, six business units underwent reviews of their grievance mechanisms to assess their efficacy and identify opportunities for improvement'. The Grievance Mechanism Guidance states: 'Grievance mechanisms typically need to be adjusted, particularly early after launch. Thus, it is important to monitor the process closely to understand functionality, trends and performance. On an ongoing basis, conducting periodic reviews of grievance mechanisms is powerful to identify opportunities for social and environmental performance trends and areas for improvement. These reviews will guide any needed adjustments, and performance should be communicated to the public, if appropriate, to demonstrate effective use of the mechanism'. However, no details found in relation to any changes made to improve it based on the review. [Human Rights_web, N/A: chevron.com] & [Grievance Management Guidance Summary Document, 08/2018: chevron.com] • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders

D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.1	Living wage (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Pays living wage or sets time-bound target: The Business Conduct and Ethics Code indicates: 'Our company has a "pay-for-performance" philosophy. We administer wages, salaries and benefits to maintain our competitive position in the marketplace. It allows us to attract and retain high-calibre personnel, provide incentives and reward excellence. This approach to compensation supports our value of High Performance'. However, it is not clear the Company has a time bound target for paying all workers a living wage or that it pays all workers a living wage. A living wage should include basic needs plus some discretionary for employees and his/her family and/or depends. [Business Conduct Ethics Code, 2022: chevron.com] • Not Met: Describes how living wage determined <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Achieved paying living wage • Not Met: Reviews definition living wage with unions

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.2	Transparency and accountability (in own extractive operations, which includes JVs)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Member of EITI: Chevron 'is one of the longest continuous serving members of the international EITI Board'. [EITI Chevron_web, N/A: eti.org] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Reports taxes and revenue by country: Chevron Australia discloses a yearly Tax Report. The document Chevron Supports Financial Transparency indicates: 'Chevron has long been committed to increasing transparency. Our audited Annual Report (2021) on Form 10-K includes U.S. and international income tax expenses and the company's effective income tax rate. We submit project-level data of our payments to governments or their agents in the Extractive Industries Transparency Initiative (EITI) implementing countries where we have upstream operations. We provide a publicly available tax report under Canada's Extractive Sector Transparency Measures Act. We provide a publicly available tax information report for our Australia operations. We expect to comply with the upcoming U.S. Securities and Exchange Commission (SEC) rule on Disclosure of Government Payments by Resource Extraction Issuers and the European Union (EU) Country-by-Country Reporting Directive disclosure requirements'. Also, 'The Financial Accounting Standards Board is also advancing new disclosure requirements on disaggregate tax reporting on a country-by-country basis'. However, no evidence found that it publicly reports, by country, taxes and revenue payments to all countries where it operates. The Company has provided additional source, however, no further evidence found. [chevron supports financial transparency, 2023: chevron.com] & [2021 Tax Transparency Report_Australia, 2022: australia.chevron.com] • Not Met: Steps taken to promote transparency in non EITI countries: The document Chevron Supports Financial Transparency indicates: 'Chevron has a long-standing history of involvement in the EITI, first as a long-serving member of the board and currently as an EITI Supporting Company. EITI brings together government, industry and civil society in the interest of advancing financial transparency globally. Chevron supports EITI and recognizes that the EITI Standard, alongside other mandatory reporting requirements around the world, forms an important international standard for transparency in the oil, gas and mining sectors. [...] In 2022, Chevron did not have any contractual arrangements to fulfill on behalf of states or state-owned companies in EITI implementing countries. However, Chevron does buy oil from state-owned entities in EITI-implementing countries on a limited spot basis. We believe the decision to publish contracts and licenses is a decision for governments'. However, no further description found of the steps it takes to be active participants in the process to promote transparency around revenue and tax payments and licensing/contracting/agreements or to becoming a member of EITI, if operating in non-EITI member countries. [chevron supports financial transparency, 2023: chevron.com] • Not Met: Provides example of contracts for terms of exploitation for countries without disclosure requirements
D.3.3	Freedom of association and collective bargaining (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Measures to prohibit violence/retaliation against workers for joining trade union: The Company indicates on its website that 'If Chevron employees choose union representation, a Works Council or labor organization representation, Chevron's policy is to attempt to establish a positive, cooperative business relationship with the certified representative of choice. We seek to adopt labor relations strategies that foster cooperation, open communication, and both employee and union participation in meeting the goals of the company. Our business units are expected to make labor relations decisions consistent with The Chevron Way, the business unit's strategies and business plans and local government regulations'. However, it is not clear the measures the Company puts in place to prohibit any form of intimidation, harassment, retaliation or violence against workers seeking to exercise the right to form and join a trade union of their choice (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law). [Human Rights_web, N/A: chevron.com] • Not Met: Discloses % of total direct operations covered by CB agreements: According to the 2021 Corporate Sustainability Report, the union representation in the USA in 2021 was 12%. However, it is not clear the proportion of its total direct operations workforce covered by collective bargaining agreements. [2021 Corporate Sustainability Report, 2022: chevron.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.4	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own extractive operations, which includes JVs)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes process to identify H&S risks and impacts: The 2022 Corporate Sustainability Report notes: 'To prevent serious injuries and fatalities (SIFs), we focus on the planning and execution of high-risk activities. We identify and initiate action plans at both the local and enterprise levels to engage front-line leaders and workers and enable safe work. Cross-functional teams work to implement and scale our SIF prevention efforts. Lessons learned are shared throughout the company and applied in our daily practices. We believe the application of these practices and the execution of the Operational Excellence Management System (OEMS) are key to the continuous improvement of our safety performance'. The Operational Excellence Management System Overview indicates: 'Assess workplace safety and health hazards and manage risks associated with the execution and control of work. [...] Manage risks associated with workplace exposures to physical, chemical and biological agents that may adversely affect workforce health. [...] Manage risk in the use of aviation equipment, marine vessels, motor vehicles, mobile construction equipment and other modes of transportation'. However, this subindicator looks for a description of the process it has in place to identify its health and safety risks and impacts. [Operational Excellence Management System - Overview, 2021: chevron.com] & [2022 Corporate Sustainability Report, 2023: chevron.com] • Met: Discloses injury rate or lost days for last reporting period: The 2022 Sustainability Report discloses the Total Recordable Incident Rate (incidents per 200,000 work-hours) in 2022: 0.21 Workforce (excluding COVID-19); 0.18 Employees (excluding COVID-19); 0.22 Contractors (excluding COVID-19). It also discloses figures including COVID-19. [2022 Corporate Sustainability Report, 2023: chevron.com] • Met: Discloses fatalities for last reporting period: The 2022 Corporate Sustainability Report discloses the Number of work-related fatalities for 2022: Workforce, 1,5; Employees, 0; Contractors, 1,98. [2022 Corporate Sustainability Report, 2023: chevron.com] • Not Met: Discloses occupational disease rate for last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Set targets for H&S performance: The 2021 Proxy Statement indicates that it has the target of: 'Eliminate fatalities and prevent serious injuries'. However, no specific target related to injury rates or lost days (or near miss frequency rate) and occupational disease rates for the last reporting period. [2022 Proxy Statement, 07/04/2022: chevron.com] • Met: Met targets or explains why not or actions to improve H&S management systems: The report also states 'The OEMS [operational excellence management system] establishes the expectation to apply robust standards to assessing, managing and mitigating risks from all our operations, including those that employ a contractor workforce. Our approach to workforce safety requires training for all employees and contractors on Chevron's processes, standards and guidelines. Building upon the success of our Contractor HES Management program, we developed the Contractor Operational Excellence Management (COEM) process to establish clear accountabilities, promote active partnership, and provide a consistent process to help prevent serious injuries, fatalities and loss-of-containment events. Key enhancements of COEM include: Fit-for-purpose learning methodology for consequence assessment; New guidelines for working together in a contracting environment; Increased rigor in HSE qualification standards for contractors; Improved risk assessment process for evaluating a contractor's ability to implement and verify effective safeguards; Clarification of definition of safeguard assurance before work starts'. [2021 Corporate Sustainability Report, 2022: chevron.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.5	Indigenous peoples' rights and free prior and informed consent (FPIC) (in own extractive operations, which includes JVs)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Process to identify/recognise indigenous rights holders: The webpage section Human Rights indicates: 'When potential issues related to resettlement of communities or engagement with Indigenous Peoples are identified, Chevron's Resettlement Guidance and Indigenous Peoples Guidance provide our business units with a roadmap for how to navigate those situations in a manner that respects the involved rights holders. [...] Chevron's Indigenous Peoples' Guidance document outlines key provisions for effective management of relations with Indigenous Peoples, which include stakeholder identification, defining the regulatory framework, determining a preferred method of engagement, assessing potential impacts and benefits, conducting community consultations, and developing and managing plans'. Although the document was not found in public domain, it does seem that the process include a process to identify and engage. [Human Rights_web, N/A: chevron.com] • Not Met: Describes how indigenous communities are engage during assessment: The 2022 Corporate Sustainability Report notes: 'Chevron aims to collaborate with Indigenous Peoples and their communities to build trusting and mutually beneficial relationships in a way that respects their history, culture and customs. In 2022, we reviewed our Indigenous Peoples Guidance and reaffirmed its alignment with The Chevron Way vision and values, Chevron's Human Rights Policy, and our OEMS'. The webpage section Chevron Canada's indigenous relation's policy adds: 'Chevron Canada is committed to early and often Indigenous engagement based on the principles of inclusion, transparency, respect and accountability'. However, the guide could not be tracked and no description of how it engages directly with indigenous communities in carrying out the assessment found. [2022 Corporate Sustainability Report, 2023: chevron.com] & [chevron Canada's indigenous relation's policy_web, N/A: canada.chevron.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to FPIC: The webpage section Human Rights indicates: 'Chevron acknowledges the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and strives to obtain free, prior and informed consent of indigenous communities as described in the 2012 International Finance Corporation Performance Standard 7 and supporting guidance, and consistent with the law'. However, 'strives to' is not considered formal statement of commitment according to CHRB wording criteria. [Human Rights_web, N/A: chevron.com] • Not Met: Recent example of obtaining FPIC or not pursuing indigenous people's land/resources
D.3.6	Land rights: Land acquisition (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes approach to indentifying lang tenure rights holders and negotiating compensation: The webpage section Human Rights indicates: 'When potential issues related to resettlement of communities or engagement with Indigenous Peoples are identified, Chevron's Resettlement Guidance and Indigenous Peoples Guidance provide our business units with a roadmap for how to navigate those situations in a manner that respects the involved rights holders. [...] Chevron's Resettlement Guidance provides a framework for projects and operations to utilize when considering resettlement, from assessment and planning to implementation. Our resettlement principles include informed business decision making, partner alignment and consultation with affected persons'. However, no description was found on how it identifies legitimate tenure rights holders, including through engagement with the affected or potentially affected communities in the process, with particular attention to vulnerable or marginalised tenure rights holders and how it negotiates with them to provide adequate compensation or requested alternatives to financial compensation, when acquiring, leasing or making other arrangements to use or restrict the use of or access to land or natural resources. [Human Rights_web, N/A: chevron.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes approach to compensation including valuation • Not Met: Describes steps to meet IFC PS 5 in state deals: Regarding its resettlement practices, the webpage section Human Rights indicates: 'Our policies and procedures are consistent with relevant external guidelines, including the International Finance Corporation's Performance Standards on Environmental and Social Sustainability'. However, no description of the steps it takes to meet the standards with respect to legitimate tenure rights holders found. [Human Rights_web, N/A: chevron.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.7	Security (in own extractive operations, which includes JVs)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes security implementation (incl. VPs or ICOC) and provides an example: The webpage section Human Rights indicates: 'As a founding member of the Voluntary Principles on Security and Human Rights Initiative (VPSHR) [...]. Our Operational Excellence Management System [OEMS] provides a comprehensive framework to identify and mitigate security risk and aligns security operations with our Human Rights Policy'. The OEMS Overview explains: 'We proactively identify security risks, develop personnel and sustainable programs to mitigate those risks, and continually evaluate the effectiveness of these efforts. [...] Develop, implement and integrate risk-based security management and assurance plans into emergency management, business continuity and information security plans in order to address and mitigate security risks to personnel, assets and the business'. The Sustainability Report adds: 'In 2021, Chevron's Global Security function updated the methodology for identifying operations that are in conflict-affected and other high-risk areas, leveraging a tool created by the consultancy BSR, as well as geospatial data from risk intelligence company Verisk 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'. [Human Rights_web, N/A: chevron.com] & [Operational Excellence Management System - Overview, 2021: chevron.com] • Met: Ensures Business Partners/JVs follow security approach: The Business Conduct and Ethics Expectations for Suppliers and Contractors indicates: 'Chevron expects its suppliers and contractors to: Treat their employees and communities in a manner that adheres to [...] the Voluntary Principles on Security and Human Rights'. The 2019 VPSHR [released in 2020] notes: 'A key SRAP [Chevron's Security Risk Assessment Program] tool is the Security Management Review (SMR), which has human rights as one of its seven focus areas, and assesses the security management efforts within a business unit. Each SRAP assessment is discussed with business management, local security personnel, security contract providers and others, with mitigation plans developed that identify appropriate safeguards to be implemented'. [Business Conduct and Ethics Expectations for Suppliers and Contractors, N/A: chevron.com] & [2019 VPSHR Report, 2020: voluntaryprinciples.org] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Security and HRs assessment includes input from local communities: The Company indicates that 'Our guidelines and management processes on security in our areas of operations align with our commitment to the Voluntary Principles on Security and Human Rights'. However, no evidence found that it its security and human rights assessments include inputs from the local community, including about their security concerns. The Company has provided additional comments to CHRB regarding this subindicator, however, no material evidence found. [About Our Human Rights Policy update 2020, 2020: chevron.com] • Not Met: Two examples of working with local communities to improve security: The Company has made reference to its different annually published VPSHR Report. In each of them, it reports on country implementation. However, although the Company explains, in these reports, different actions taken, including security training no examples of working with community members to improve security or prevent or address tensions related to its operations found. The Company is expected to provide two of such examples. [2021 VPSHR Report, 2022: voluntaryprinciples.org] & [2022 VPSHR Report, 2023: voluntaryprinciples.org]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.8	Water and sanitation (in own extractive operations, which includes JVs)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes preventative/corrective action plans for water and sanitation risks: The Sustainability report indicates: 'We seek to protect this natural resource through our risk-based management systems, processes and standards, including: Applying a risk-based approach to understand, prioritize and manage water risks across the lifecycle of our assets. In areas of high water stress, where water scarcity makes availability and access to this resource more challenging, utilizing water management concepts, such as efficient and responsible water use, reuse, recycling and conservation, and applying industry-standard practices to reduce water withdrawals for our operations, such as leveraging water of lower quality in lieu of fresh water and recycling and reusing wastewater and produced water. Establishing metrics to measure the effectiveness of our water management practices, which enables us to report our performance to stakeholders on a meaningful and regular basis. Applying the Stakeholder Engagement and Issues Management process to identify and manage social risks and potential social impacts to the community, including access to water resources where applicable'. [2021 Corporate Sustainability Report, 2022: chevron.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Sets targets on water stewardship that consider water use by local communities • Not Met: Reports progress in meeting targets and trends demonstrating progress
D.3.9	Women's rights (in own extractive operations, which include JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes processes to stop harassment and violence against women: The Business Conduct and Ethics Code indicates: 'It is our policy that no one at Chevron should ever be subject to discrimination on the basis of: [...] sex'. However, no description found of its process to prohibit and address harassment, intimidation and violence against women. [Business Conduct Ethics Code, 2022: chevron.com] • Not Met: Working conditions take into account gender issues • Not Met: Measures and steps to address gender pay gap at all levels of employment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Provides analysis of trends demonstrating closing gender pay gap

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		<ul style="list-style-type: none"> • Area: Right to a safe, clean, healthy and sustainable environment • Headline: Chevron reached a USD 175K settlement with Rhode Island, U.S over soil and groundwater pollution • Story: On August 11, 2022, the press reported that Rhode Island has reached a settlement with three Companies, Chevron, Irving and Valero, over soil and groundwater pollution with the gasoline additive MTBE, in which the Companies will pay a combined USD 1.7 million. <p>According to the press, Chevron will pay USD 175,000, and the amount of the settlement will be used for emergency response and ongoing contamination remediation by the Rhode Island Department of Environmental Management.</p> <p>Moreover, the press added that the Attorney General stated that MBTE contamination of public water supplies poses a significant public health and safety risk, one which Companies knew about well before the public did. [Patch, 11/08/2022, "Rhode Island Settles \$1.7M Pollution Case With Chevron, Irving, Valero": patch.com] [Providence Business News, 11/08/2022, "State reaches \$1.8M settlement with 3 gas refiners over soil, water contamination": pbn.com]</p>
E(1).1	The company has responded publicly to the allegation	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Public response: The Company provided feedback for this indicator. However, no publicly available statement responding to the allegations was found. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Detailed response: See above.

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).2	The company has investigated and taken appropriate action	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Engaged with stakeholders: The company states that: '(...) those filings denied liability. Chevron U.S.A. Inc. engaged with the Attorney General of Rhode Island in settling the suit. No other stakeholders were ever identified (...)'. [The United States District Court for the District of Rhode Islands, 08/11/2022, "ASSENTED TO MOTION FOR ENTRY OF CONSENT JUDGMENT BETWEEN THE STATE AND DEFENDANTS CHEVRON U.S.A., Inc. and TRMI-H LLC": riag.ri.gov] [2005 Annual Report, 2005: stocklight.com] • Not Met: Identified cause: The company does not present investigative results on the underlying causes of the events concerned. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Identified and implemented improvements: There is no evidence that the company made changes to its management systems following the events and their human rights impacts. • Not Met: Stakeholder input to steps taken
E(1).3	The company has engaged with affected stakeholders to provide for or cooperate in remedy(ies)	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Provided remedy: The Company states that: 'Chevron U.S.A. Inc.'s agreed settlement provided funds to assist in remediation efforts and emergency response'. [The United States District Court for the District of Rhode Islands, 08/11/2022: riag.ri.gov] • Not Met: Evidence for lack of Impact or link <p>Score 2</p> <ul style="list-style-type: none"> • Met: Remedy satisfactory to stakeholders: There is no information available that would indicate that affected stakeholders did not consider the remedy to be satisfactory. • Not Met: Remedy delivered: It is not clear if the Company has already commenced in delivering the agreed remediation. • Not Met: Independent remedy process used
E(2).0	Serious allegation No 2		<ul style="list-style-type: none"> • Area: Right to a safe, clean, healthy and sustainable environment • Headline: In historic decision, court orders end to gas flaring in Amazon following local community lawsuit • Story: At an average temperature of 400° Celsius (750° Fahrenheit), the flares have been burning natural gas, a by-product of oil extraction, since Chevron-Texaco drilled the area's first commercial well in 1967. A 2017 study by Clínica Ambiental and the NGO Acción Ecológica indicates that there were higher incidences of cancer in the population of the Ecuadorian Amazon that lives near the areas where Chevron-Texaco operated and where oil facilities, and flares, are found. Pablo Fajardo, a lawyer who represents the girls and the Union of People Affected by Texaco (UDAPT), says that. In January, the Sucumbíos Provincial Court ruled in favour of the petition filed by Jurado, Leonela Moncayo and seven other girls, and ordered that the flares be shut down. But on May 7, the injunction was denied. Following the denial of the injunction, the girls filed an appeal. The Jan. 26, 2021, ruling agreed with the petition laid out by the girls and their attorneys, saying, "the Ecuadorian State has ignored the right of the petitioners to live in a healthy and ecologically balanced environment, disregarding their right to health with polluting activity, by not providing or promoting the use of environmentally clean technologies and non-polluting, low-impact forms of energy". For María Espinosa, a lawyer with the NGO Amazon Frontlines, this ruling is another historic victory for the rights of communities, in line with decisions in similar cases in Ecuador. The communities say they hope another hearing will follow to determine how affected residents of Sucumbíos and Orellana will be compensated. <p>The company later filed a lawsuit in a US court against the lawyer representing the community, Steven Donzinger, claiming he and his associates pressured the presiding Ecuadorian judge.</p> <p>[Mongabay, 09/03/2021, "Ecuador court orders end to gas flaring by oil industry in Amazon": news.mongabay.com] [Reuters, 10/05/2021, "Lawyer who sued Chevron over Ecuador pollution faces N.Y. contempt trial": reuters.com]</p>
E(2).1	The Company has responded publicly to the allegation	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Public response: Chevron has said Texaco, which was acquired by Chevron, cleaned up the pollution, and that state-owned Petroecuador was mainly responsible for the contamination.

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>The company further published a statement detailing the case on its website. [Reuters, 10/05/2021: reuters.com] [Ecuador Lawsuit, N/A: chevron.com] Score 2</p> <ul style="list-style-type: none"> • Not Met: Detailed response: The company indicates: 'Chevron has never operated in Ecuador. Texaco Petroleum (TexPet), which became a subsidiary of Chevron in 2001, was a minority partner in an oil-production consortium in Ecuador along with the state-owned oil company, Petroecuador, from 1964 to 1992. After TexPet turned its remaining share of the oil operations over to Petroecuador in 1992, pursuant to an agreement with Ecuador, TexPet conducted a remediation of selected production sites while Petroecuador committed to perform any remaining cleanup. The government of Ecuador oversaw and certified the successful completion of TexPet's remediation and fully released TexPet from further environmental liability. Petroecuador, however, failed to conduct the cleanup it promised and has continued to operate and expand oil operations in the former concession over the past 20 years (...)' However, the company did not address the claims raised in 2017. [Ecuador Lawsuit, N/A: chevron.com] & [Press Release: International Tribunal Rules for Chevron in Ecuador Case, 07/09/2018: chevron.com]
E(2).2	The company has investigated and taken appropriate action	0	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Engaged with stakeholders: There is no evidence suggesting that the company engaged with the affected stakeholders. Furthermore, the Company provided feedback for this indicator. However, it was not material for the assessment. • Not Met: Identified cause: The company does not present investigative results on the underlying causes of the events concerned. Furthermore, the Company provided feedback for this indicator. However, it was not material for the assessment. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Identified and implemented improvements: There is no evidence that the company made changes to its management systems following the events and their human rights impacts. Furthermore, the Company provided feedback for this indicator. However, it was not material for the assessment. • Not Met: Stakeholder input to steps taken: See above.
E(2).3	The company has engaged with affected stakeholders to provide for or cooperate in remedy(ies)	1.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: Provided remedy: The company indicated: 'TexPet spent approximately \$40 million in environmental remediation'. TexPet is the subsidiary from Chevron that is indicated in the allegation. [Ecuador Lawsuit, N/A: chevron.com] & [Press Release: International Tribunal Rules for Chevron in Ecuador Case, 07/09/2018: chevron.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remedy satisfactory to stakeholders: The company indicated: 'The tribunal found "TexPet spent approximately \$40 million in environmental remediation and community development (...). To the contrary, the award recites the sworn testimony of Ecuadorian officials that TexPet's "technical work and environmental work was done well"'. However, affected stakeholders have been pursuing further remedy, which indicates they are not satisfied with the remedy provided by the company. [Mongabay, 09/03/2021, "Ecuador court orders end to gas flaring by oil industry in Amazon": news.mongabay.com] [Ecuador Lawsuit, N/A: chevron.com] • Met: Remedy delivered: The company indicated: 'The tribunal found "TexPet spent approximately \$40 million in environmental remediation and community development under the 1995 Settlement Agreement" carried out by a "well-known engineering firm specializing in environmental remediation" and that Ecuador in 1998 executed a final release agreement "certifying that TexPet had performed all of its obligations under the 1995 Settlement Agreement". [Ecuador Lawsuit, N/A: chevron.com] & [Press Release: International Tribunal Rules for Chevron in Ecuador Case, 07/09/2018: chevron.com] • Not Met: Independent remedy process used

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