



The Voluntary Principles on Security and Human Rights 2020 Update Report

Chevron's¹ commitment to human rights is embedded in [The Chevron Way](#)², and incorporated into our management systems. Chevron's [Human Rights Policy](#) commits to respecting human rights as set out in the *United Nations Universal Declaration of Human Rights* and the *International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work*, and adheres to the principles set out in the *United Nations Guiding Principles on Business and Human Rights*, the *Voluntary Principles on Security and Human Rights* and the *International Finance Corporation's Performance Standards*. We respect the lawful exercise of legitimate rights by human rights defenders, as detailed in our [Statement on Human Rights Defenders](#). We expect our suppliers and contractors to comply with these standards, and encourage our business partners to adhere to these principles³.

Chevron has participated in each Voluntary Principles Plenary since 2001 and continues to support and promote the implementation of the VPSHR. The report provides an update of Chevron's global activities in 2020 and highlights our 2021 priorities in alignment with the VPI's reporting guidelines as well as the Corporate Pillar Verification Framework. Our last full report was completed for the year 2019.

A. Chevron's Commitment to the Voluntary Principles

i. Public Statement of Commitment and Endorsement of the VPs

There are no significant changes since the 2019 report.

Engagement in the VPI

Chevron continues to participate in in-country implementation groups in Myanmar and Nigeria.

ii. Internal Promotion of Voluntary Principles

In addition to the standard, ongoing practices and training referenced in our 2019 report, in 2020:

- Chevron's Vice President, Corporate Affairs (the Human Rights Policy Coordinator) delivered a global e-mail to all employees to reinforce the company's expectations, including

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

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

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

adherence to the VPSHR on 10 December, Human Rights Day. This message was reinforced across Chevron's global security teams by the company's Chief Security Officer, taking the opportunity provided by Human Rights Day to further promote adherence to the VPSHR via written statement;

- The security function formally added the awareness of and support for the human rights policy as a performance expectation for security practitioners.

In 2020, Chevron subject matter experts provided support across our operations:

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

iii. External Promotion of Voluntary Principles

In 2020, Chevron participated in meetings and events to further the development of the Voluntary Principles In-Country Working Group in Nigeria and Myanmar, as well as attended the virtual plenary and multiple virtual verification presentations.

Chevron is active in promoting the implementation of good security practices throughout the extractive industry and other industries. One workstream in which Chevron has been engaged is assessing challenges and best practices for operating in conflict-affected areas. Responsible security is an important and ongoing part of any conversation on doing business in conflict-affected areas.

- In February 2020, Chevron participated in a consultation and workshop entitled "Operating with respect for human rights conflict and post-conflict areas," organized jointly by the [Global Business Initiative on Human Rights](#), the UN Working Group on Business and Human Rights, and Chatham House.
- In May 2020, Chevron convened an event in conjunction with the Human Rights Initiative at the Center for Strategic and International Studies (CSIS), a workshop on "Corporate Practices in Contexts Where International Crimes are Occurring."
- To mark Human Rights Day 2020, Chevron's Vice President, Corporate Affairs (the Human Rights Policy coordinator) and our Chief Procurement Officer partnered to deliver a message to Chevron's key suppliers and contractors. The [letter](#) emphasized Chevron's [expectations for companies doing business with Chevron](#), including alignment with the Voluntary Principles, and was distributed to 4x the number of suppliers as it had been previously.

B. Policies, Procedures, and Related Activities

There are no significant changes since the 2019 report.

C. Country Implementation

In 2020, business units continued to implement the VPSHR in accordance with local laws and in cooperation with local authorities.

Republic of Honduras Update

Chevron's affiliate, Refineria Texaco de Honduras S.A., continues to employ Grupo Golan. As noted in our 2019 report, Grupo Golan maintains a robust VPSHR training program for all their security personnel, including those assigned to Chevron facilities. Refresher training was held for staff in Honduras in 2020. Additionally, Security Awareness and Vigilance (SAV) Training was conducted virtually on 1 Dec. 2020, for all Honduras-based Chevron personnel and contractors. The SAV program contains VPSHR components.

The Security Management Review originally scheduled for 2020 has been postponed to 2022, due to current COVID-19 restrictions.

Guatemala & El Salvador

Grupo Golan is also employed to protect Chevron personnel, facilities and assets in Guatemala and El Salvador. Grupo Golan held VPSHR refresher training in 2020 in both countries.

Nigeria

Chevron Nigeria Limited facilitated the training of almost 100 Government Security Forces personnel assigned to Chevron facilities. Training was conducted virtually due to COVID-19 restrictions and delivered by VPSHR Training vendor LITE Africa. Virtual training was shorter in duration and was conducted in smaller groups than is typical for in-person training. The original training target for 2020 was to reach 250 personnel across private and government security forces, although we were not able to reach that goal due to COVID-19 related complexities. Staff who were not able to be trained in 2020 are scheduled for training in 2021.

While there was no alternative due to the pandemic, in-person training is preferred when possible to facilitate in-person demonstration of potential scenarios.

D. Lessons and Issues

Chevron plans to continue to:

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

E. 2021 Priorities

In Q2 2020, Chevron Australia Downstream Pty Ltd., a Chevron affiliate, completed the acquisition of Puma Energy (Australia) Holdings Pty Ltd. In Q4 2020, Chevron acquired the assets and operations of Noble Energy.

In 2021, there will be a focus on the deployment and implementation of Chevron's policies, procedures, and systems, including those on security and human rights across these new assets. Additionally, if feasible given COVID-19-associated restrictions (which Chevron cannot predict or control), we will focus on the resumption of in-person risk assessments in those countries where assessments were impeded by those restrictions.