



# The Voluntary Principles on Security and Human Rights Annual Report

Chevron  
2023

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# 1 Introduction

In alignment with the Voluntary Principles Initiative Corporate Pillar Reporting Guidelines, Chevron submits this Full Report providing an update on its security and human rights-related activities in 2023.

Chevron's<sup>1</sup> [Human Rights Policy](#) states the company's commitment 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 (VPSHR) and the International Finance Corporation's Performance Standards. Additionally, Chevron respects the lawful exercise of legitimate rights by human rights defenders, as detailed in our [Statement on Human Rights Defenders](#).

This commitment is incorporated into and operationalized through our Operational Excellence Management System (OEMS), our Business Conduct and Ethics Code, and other internal processes and procedures. We expect our suppliers, contractors, and business partners to similarly share our commitment to respecting human rights as set out in [Chevron's Business Conduct and Expectations for suppliers and contractors](#), which reinforces Chevron's Human Rights Policy.<sup>2</sup>

## 2 Chevron's Commitment to the Voluntary Principles

### 2.1 Public statement of commitment

Chevron has long demonstrated dedication to responsible security. Our public commitment to the VPSHR can be found on the company's external website in multiple places, including the [chevron.com human rights page](#) and the summary of our [Human Rights Policy](#). Responsible security principles are embedded throughout Chevron's global operations. Our OEMS provides a comprehensive framework to identify and mitigate security risk and aligns security operations with our Human Rights Policy.

Implementation of human rights and responsible security practices is integrated into management systems and processes. Additionally, the Human Rights Policy is embedded in Chevron's Business Conduct and Ethics Code compliance training for all employees. Various levels of training are in place to inform relevant employees as they work to manage the provision of security, potential impacts in the communities where we operate, the administration of our workforce, and the procurement of products and services.

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

<sup>2</sup> <https://www.chevron.com/sustainability/social/human-rights>

Chevron's Human Rights Policy was adopted in 2009 and updated in 2019. The Policy was preceded by a Human Rights Statement originally developed in 2005. Respect for human rights is rooted in our values and applies wherever we do business.

The Global Issues Committee (GIC), an executive-level subcommittee, oversees Chevron's policies and positions on sustainability issues and practices, including human rights. The Vice Chairman chairs the GIC and the Vice President of Strategy and Sustainability serves as the secretary to the Public Policy and Sustainability Committee of the Board of Directors, connecting the GIC's work to board-level oversight.

## 2.2 Engagement in the Voluntary Principles Initiative

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

## 2.3 Transparency

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

## 2.4 Internal promotion of the Voluntary Principles

Employees and contractors must read and acknowledge Chevron's [Business Conduct and Ethics Code](#), which incorporates our Human Rights Policy. Chevron makes the Guidelines on the VPSHR and the VPSHR training tools accessible on internal sites. A corporate guidance document supports business units with VPSHR implementation.

Other examples of Chevron's ongoing internal promotion of the VPSHR include:

- In many operating areas, a statement on the VPSHR from Chevron Global Security (Global Security) or business unit advisor, accompanied by an awareness presentation, is delivered to relevant business unit personnel.
- Global Security managers, security advisors and business unit security leadership attend internal workshops (local and regional) where VPSHR awareness is often reinforced.
- Global Security's training materials highlight human rights and share implementation guidance on the VPSHR in several places, including:
  - The function's "Security 101" computer-based training for security practitioners; The Security Awareness computer-based training is a compliance requirement for all Chevron employees to complete within 30 days of joining the company and every three years thereafter;
  - Two of the four learning and development modules in the Global Security function's "Security of Personnel and Assets Fundamentals" series; and
  - Global Security's intranet site (accessible to everyone within Chevron), which contains relevant company policies and processes, presentations, videos,

VPSHR training materials and links to key international bodies and frameworks with additional information on human rights.

- Chevron’s computer-based training on human rights includes reference to the VPSHR. The training is assigned to employees every three years.
- In 2023, Chevron’s security personnel and/or security providers completed training and awareness sessions with content on VPSHR in several locations including: Equatorial Guinea, Colombia, Venezuela, Argentina, Mexico, Brazil, Honduras, El Salvador, Guatemala, Angola (Luanda, Malongo and Cabinda locations), Republic of Congo, Nigeria, Bangladesh, and Thailand.

### **2.4.1 Post-acquisition**

Following the acquisition of PDC Energy (PDC) in 2023, Chevron policies and processes, including those on security and human rights, were deployed across new assets and personnel. Legacy PDC employees are required to complete appropriate compliance training.

## **2.5 External promotion of the Voluntary Principles**

Chevron has participated in every Voluntary Principles Plenary event (virtual during the COVID-19 pandemic) since 2001 and attends verification presentations and Corporate Pillar meetings throughout the year. In 2023, Chevron participated in the Mapping and Implementation Working Group and In-Country Working Group in Nigeria.

Chevron is active in promoting the implementation of responsible security practices throughout the extractives industry and across other human rights forums:

- To mark Human Rights Day 2023, Chevron’s Vice President, Corporate Affairs (the corporate officer with direct oversight of our Human Rights Policy) and Chief Procurement Officer co-signed a message to several hundred key suppliers and contractors, including security providers. The [letter](#) served as an opportunity to reiterate Chevron’s [expectations for companies doing business with Chevron](#), including alignment with the VPSHR.
- Chevron participates in other human rights-focused groups, such as Ipieca and the Global Business Initiative for Human Rights, where responsible security management is discussed.
- Chevron is an active member of the U.S. Embassy’s Overseas Security Advisory Council (OSAC), established by the United States Department of State to promote security cooperation among American private sector interests worldwide and the Department. Chevron’s security representatives attend and participate in OSAC-sponsored meetings and conferences aimed at understanding geopolitical risks, emerging security threats, and identifying best practices.

## 3 Policies, procedures and related activities

### 3.1 Management system

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

The OEMS provides a comprehensive framework to identify and mitigate security risk and aligns security operations with our Human Rights Policy.

### 3.2 Processes and procedures

#### 3.2.1 Security Risk Assessment Program

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

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

Chevron's Global Security function, in consultation with the enterprise human rights subject-matter experts and others, uses a consistent methodology for identifying operations that are in conflict-affected and other high-risk areas. The methodology leverages 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 SRAP.

#### 3.2.2 Incident response and reporting

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

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

maintain operational-level grievance mechanisms. Business units are expected to have a confidential and accessible grievance procedure to receive, investigate and report (to Chevron management and proper government authorities where applicable) human rights related allegations and/or incidents involving public and private security providers supporting business unit operations.

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

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

## **4 Country implementation: Thailand**

Consistent with Chevron's practice of including updates on specific countries in its annual VPI report, this report includes an update on VPSHR implementation in Thailand.

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

In 1962, Union Oil Company (later named Unocal Ltd. and then Chevron Thailand Exploration & Production, Ltd.) was the first oil and gas company to be awarded petroleum concession at Korach Plateau in Thailand. Eleven years later, Chevron made the first discovery of hydrocarbons in the Gulf of Thailand, which led to a major natural gas development.

Chevron produces natural gas, condensate and crude oil for Thailand. The natural gas produced is sold to PTT Public Company Limited (PTT), the national oil company of Thailand. The gas is transported via PTT's subsea pipelines to PTT's gas separation plants in Rayong and Nakhon Si Thammarat. Our main in-country office is located in Bangkok and we also have offices in Songkhla, Chon Buri and Nakhon Si Thammarat.

Chevron (Thailand) Limited (CTL)<sup>3</sup>, formerly Caltex Oil (Thailand) Limited, is a subsidiary wholly owned by Chevron Corporation. Established in 1948, Chevron (Thailand) Limited serves retail and commercial customers in Thailand, marketing fuels and lubricants under the Caltex® brand.

The lubricants supply chain in Thailand is one of Chevron's seven production and export hubs for lubricating oil and grease, selling products under the Caltex brand to more than 20 countries, including Malaysia, Singapore, Laos, Vietnam, Indonesia, Pakistan, the Philippines, New Zealand and Australia.

The lubricants plant is located in Bangkok and its head office is co-located in the same building as Chevron Thailand Exploration & Production, Ltd.

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<sup>3</sup> In the beginning of 2024, the sale of CTL's fuel marketing business in Thailand to Star Petroleum Refining Public Company Limited was completed. Now, the Caltex fuels marketing business in Thailand continues its operations under the ownership of Star Petroleum Refining Public Company Limited which holds an exclusive license for Caltex® fuels in Thailand.



## 4.2 Security engagements

Chevron is a member of the American Chamber of Commerce in Thailand (AMCHAM), an international business association aimed at creating capacity building, advocacy and networking opportunities. AMCHAM's Security Committee shares information on regional safety and security issues with members. AMCHAM is an independent, non-partisan, non-profit organization.

Chevron maintains relationships with government organizations and was previously extended an invitation by the Thai Maritime Enforcement Command Center (MECC) to attend its biennial meeting and participate (as an observer) in a Naval Security Exercise in 2023.

## 4.3 Contractual agreements with private contractors

Chevron has a contractual agreement with Guardforce Security (Thailand) Co. Ltd, a private security firm, to provide security services for all Chevron facilities located in Thailand. VPSHR language is detailed in the contract with Guardforce, including a requirement regarding VPSHR training. Written evidence confirming that this VPSHR training requirement has been fulfilled is to be provided to Chevron. In addition, contract language states that the security guard operations shall be in line with Chevron's expectation to adhere to the VPSHR. Lastly, the scope of work includes the coordination of an on-going security awareness campaign for Chevron employees, business partners and Guardforce Security personnel, as well as development and maintenance of effective working relationships with law enforcement entities, government authorities and local communities when performing security duties.

## 4.4 Examples of outreach, education or training

### 4.4.1 Engagement with industry counterparts

Chevron maintains active relationships and engages with industry counterparts on matters related to responsible security management in Thailand.

Chevron downstream regularly engages with local communities. This includes speaking with community leaders concerning changes to operations or business activities that could potentially impact the community.

### 4.4.2 Procedures / incident reporting

Documentation of incidents or issues, which could be related to VPSHR, allows Global Security to continuously monitor and track, to enable timely support/assistance to the business when required.

### 4.4.3 Procedures / Security Awareness and Vigilance training

Mandatory Security Awareness and Vigilance (SAV) and Human Rights Computer Based Training (CBT) are assigned to security personnel.

SAV communications are sent to the local workforce on a regular basis covering various security topics. In 2023 messages covered security of personnel and assets reminders, cybersecurity tips, and travel security alerts. Security posters are also posted throughout the office with guidance about how to report security incidents.



#### **4.4.4 Procedures / Security Risk Assessment Program**

The Baseline Security Self-Assessment (BSSA) is conducted annually.

Gulf of Thailand (GOT) assets (upstream) and Bangkok Headquarter office SRAPs were conducted in 2022.

#### **4.4.5 Procedures / Security Management Review Program**

The Asia South Business Unit Security Management Review (SMR) was conducted in 2021 and International Products (downstream fuels and lubricants) SMR was conducted in 2023.

## **5 Lessons and key ongoing activities**

Chevron plans to continue to:

- Leverage VPSHR guidance tools and trainings for leadership teams, security personnel, and other relevant personnel within different business units.
- Continue disseminating and integrating Chevron policies and processes, including those on security and human rights, across new assets and personnel in post-acquisition planning;
- Review and, where appropriate, reference new tools and resources offered by VPI.
- Support the activities of the VPI through its participation in appropriate working groups.
- Promote the VPSHR in external fora; and
- Work with stakeholders to enhance their understanding of the VPSHR policies, procedures, and guidelines.