



Chevron Canada Report on Fighting Against Forced Labour and Child Labour in Supply Chains for the year ending December 31, 2023

The [Fighting Against Forced Labour and Child Labour in Supply Chains Act](#) (the “Act”) came into force January 1, 2024 and requires certain businesses to disclose their efforts in preventing and reducing the risk that forced labour or child labour is used by them or in their supply chains. This Modern Slavery Report (the “Report”) addresses the reporting period of January 1, 2023 to December 31, 2023 (the “Reporting Period”) as mandated by the Act.

1. Organizational structure

This is a joint report prepared on behalf of Chevron Canada Limited and its affiliates Chevron Canada Resources, Chevron Canada Capital Company and Chevron Canada Trading Limited (together, the “Reporting Entities” or “Chevron Canada”). The Reporting Entities are indirect subsidiaries of Chevron Corporation. Where this report refers to “Chevron,” it is a reference to Chevron Corporation and its indirect and direct subsidiaries.

Chevron Canada has been responsibly developing Canada’s abundant energy resources for over 85 years. Through more than 1.6 billion barrels of net legacy production, we are supporting the economic progress and prosperity of Canada. Our success is driven by our people and their commitment to getting results the right way—by operating and executing with excellence, applying innovative technologies and capturing new opportunities for profitable growth. We take great pride in enabling human progress, and strive to develop an affordable and reliable energy system and a lower carbon future that helps improve lives and powers the world forward.

Chevron Canada employs approximately 300 employees, primarily located in Alberta.

2. Activities

Chevron Canada’s principal operations are in hydrocarbon exploration, appraisal evaluation, development and production. These activities are concentrated in the Duvernay basin where Chevron Canada Limited is the operator of, and holds a 70 percent interest in, a Duvernay shale gas play. One or more of the Reporting Entities buy and sell lubricants, gasoline, diesel, crude, condensate, natural gas and natural gas liquids and distribute lubricants within Canada, as well as import goods into Canada when needed for the business.

3. Supply Chains

The Chevron Canada supply chain consists of suppliers that provide services and materials for Chevron Canada’s operations in Canada. These suppliers are primarily located in North America. The following provides a high-level overview of industry categories within Chevron Canada’s spend: construction, drilling, completions, facilities engineering, operations, maintenance, logistics, health, safety environment, and regulatory (HSER) services, contingent labour and information technology (IT).

All suppliers have contracts with Chevron Canada that are issued through the supply chain function. These are typically contracts with robust terms and conditions that outline the supplier's responsibilities, including adherence to all applicable laws, including labour laws, and relevant principles and policies.

4. Policies to prevent and reduce the risk of forced labour and child labour

The Reporting Entities have adopted Chevron's enterprise-wide principles and policies to promote respect for human rights and prevent modern slavery and human trafficking. Consistent with Chevron's Human Rights Policy, the Reporting Entities commit 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, as well as adhere 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. These human rights include the freedom of association, the right to collective bargaining, the elimination of forced and compulsory labour, the abolition of child labour, and the elimination of discrimination in the workplace.

Chevron's commitment to respecting human rights is embodied in [The Chevron Way](#), [Chevron's Operational Excellence Management System \(OEMS\)](#), [Business Conduct and Ethics Code](#), [Chevron's Business Conduct and Ethics Expectations for Suppliers and Contractors](#) and Chevron's Human Rights Policy, all of which have been adopted by the Reporting Entities.

Chevron's Human Rights Policy is shaped around key areas relevant to our business:

- Employees
- Security
- Communities
- Suppliers and Contractors
- Other Business Partners

5. Steps taken by Chevron Canada to prevent and reduce the risk of forced labour or child labour in its supply chain

In addition to other activities described in this report, Chevron Canada performed the following activities to prevent and reduce the risk of forced labour or child labour in its business or supply chains:

- An assessment was completed to evaluate the risk of forced and/or child labour in its supply chain, the results of which indicate there is a minimal risk with existing suppliers. A majority of Chevron Canada's direct suppliers are local or Canadian companies who are obligated to comply with applicable human rights laws and most have existing policies in place to manage their exposure and risks to forced labour and/or child labour. For suppliers who were considered to be at a higher risk of human rights issues, Chevron Canada requested they describe the steps they have taken to prevent and reduce the risk of forced and/or child labour in the production of their goods or in their supply chains.
- All Chevron Canada employees, existing and new, must read, understand and comply with Chevron's Human Rights Policy and the [Business Conduct and Ethics Code](#), which contains expectations on compliance with human right obligations.

6. Chevron's due diligence processes

Supplier Onboarding and Management

Chevron has a Supplier Due Diligence (SDD) team that utilizes a third-party compliance system which performs due diligence checks on suppliers, including those related to sanctions, anti-bribery, and human rights abuses. Chevron Canada's suppliers are monitored on an ongoing basis and if there are compliance concerns, they will be flagged to Chevron's Compliance team.

Supplier Engagement

[Chevron's Business Conduct and Ethics Expectations for Suppliers and Contractors](#) publicly sets forth the expectation that suppliers respect human rights, align with applicable international standards, and adhere to the spirit and intent of Chevron's Human Rights Policy. These expectations are communicated through a variety of channels, including the supplier qualification process. Chevron Canada expects its employees, suppliers, and contractors to treat their employees, and to interact with communities, in ways that respect human rights and adhere to the letter, spirit, and intent of these expectations and values.

Monitoring and Compliance

Within our Operational Excellence Management System (OEMS), our Stakeholder Engagement and Issues Management (SEIM) 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, where specific actions are identified to continue improving design, effectiveness, and execution of our process and practices.

Grievance Mechanism

[Chevron's Compliance Hotline](#) provides a direct and effective way to report suspected violations of the Chevron Business Conduct and Ethics Code, company policies (including Chevron's Human Rights Policy and its prohibition against forced and child labour), and applicable laws or regulations. The Hotline is available for use by employees, suppliers, contractors and other external stakeholders 24 hours a day, seven days a week and in multiple languages. Additionally, the Reporting Entities maintain an operational-level grievance mechanism as part of the SEIM Process with the intent of identifying and addressing local community concerns.

7. Remediation

Chevron Canada did not identify any indicators of forced labour or child labour through supplier due diligence processes applied during the Reporting Period that would necessitate remedial measures.

8. Training

Training is critical to operationalizing the Reporting Entities' respect for human rights. Efforts are undertaken to build awareness of Chevron's Human Rights Policy amongst directors, officers, and employees.

Chevron's Human Rights Policy is embedded in Chevron's Business Conduct and Ethics Code compliance training for all employees. Additionally, human rights training is in place to inform the workforce as they work to manage the procurement of products and services, the provision of security, potential impacts in the communities where we operate, and the administration of our workforce.

9. Assessing Effectiveness

Chevron Canada will continue to monitor suppliers through its third-party compliance system and monitor and evaluate supplier's responses on steps taken to prevent and reduce their risk of forced and/or child labour, responding as necessary when risks are identified.

Conclusion and attestation

Chevron Canada will continue to monitor lessons learned from other companies and where applicable, implement what is most appropriate for the business.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purpose of the Act for the reporting year listed above. This statement will be published on the Chevron Canada website and was approved by the Board of Directors of the Reporting Entities.



Christopher Mazerolle
President and Director
May 29, 2024

I have the authority to bind the Reporting Entities