



Chevron Canada Report on Fighting Against Forced Labour and Child Labour in Supply Chains for the year ending December 31, 2024

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, 2024 to December 31, 2024 (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 2024 affiliates Chevron Canada Resources, Chevron Canada Capital Limited, Chevron Canada Trading Limited and Chevron Canada Unconventional Partnership (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 developing Canada’s abundant energy resources for over 85 years. Through more than 1.6 billion barrels of net legacy production, we aim to support the economic progress and prosperity of Canada. Our success is driven by our people and their commitment to getting results the right way and by operating and executing with excellence. We take great pride in enabling human progress and strive to develop an affordable and reliable energy system.

In 2024, Chevron Canada employed over 300 employees, primarily located in Alberta.

2. Activities

Chevron Canada’s principal operations have been in hydrocarbon exploration, appraisal evaluation, development and production. For the majority of the Reporting Period, these activities were concentrated in the Duvernay basin where Chevron Canada Limited was the operator of, and held 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.

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 help 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.

Consistent with the ILO Declaration on Fundamental Principles and Rights at Work, we commit to respecting 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 help 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 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, including the Act, 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 and who did not disclose a report for 2023 activities on their website, 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 to comply with local laws and act consistently with Chevron's policies and procedures.

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 members of 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 and Conclusion

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.

Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I, in the capacity of President and Director for the Reporting Entities, attest that I have reviewed the information contained in the report on behalf of the governing bodies of 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 28, 2025

I have the authority to bind the Reporting Entities