



getting results the right way

chevron's business conduct and ethics expectations for suppliers and contractors

The Chevron Way explains who we are, what we do, what we believe and what we plan to accomplish. It establishes a common understanding not only for those of us who work here but for all who interact with us. At the heart of The Chevron Way is our vision to be the global energy company most admired for its people, partnership and performance.

Suppliers and contractors play a vital role in our success, and we rely heavily on them to help us deliver top-tier business results. At Chevron, it's not only about delivering business results: It is about delivering them the "right" way, The Chevron Way, in a sustainable manner.

This document outlines the expectations we have for the suppliers and contractors we partner with. We do not make compromises in these areas, and we expect Chevron, suppliers and contractors to always adhere to the letter, spirit and intent of these expectations and values.

values

Our company's foundation is built on our values, which distinguish us and guide our actions. We conduct our business in a socially responsible and ethical manner. We respect the law, support universal human rights, protect the environment and benefit the communities where we work.

Our values are based on:

- Integrity
- Trust
- Partnership
- Diversity
- Ingenuity
- Protecting people and the environment
- High performance

human rights

Chevron commits to respect human rights as set out in the United Nations Universal Declaration of Human Rights and International Labor 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. This commitment is further detailed in our Human Rights Policy. Chevron expects its suppliers and contractors to:

- Treat their employees and communities in a manner that adheres 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.
- Commit to respect, where applicable, the rights of Indigenous peoples in a way that respects their histories, cultures and customs, within legal and constitutional frameworks.
- Adhere to the company's Statement on Human Rights Defenders.



compliance and anti-bribery

At Chevron, we comply fully with the laws and regulations in all countries we do business in. We expect our suppliers and contractors to conduct their business in compliance with these requirements as well.

Bribery of any government official in any country is strictly against company policy, even if the refusal to make such a payment would result in the loss of a business opportunity. Chevron complies with the U.S. Foreign Corrupt Practices Act (FCPA) and other applicable international anti-corruption laws. We expect our suppliers and contractors to do the same.

conflict of interest

We expect our customers, suppliers and contractors to avoid conflicts of interest in all business decisions. All business decisions should be impartial and based on sound business reasoning.

To avoid a conflict of interest, our employees and directors are prohibited from giving or receiving gifts or entertainment of anything more than nominal value or cash in any amount.

Accordingly, we require our suppliers and contractors to refrain from giving to or receiving from any Chevron employee or director any gift, entertainment or other favor of more than nominal value, including any commission, fee or rebate. Suppliers and contractors are also prohibited from entering into any business relationship with any employee, director of Chevron or their companies, without prior written consent from Chevron.

operational excellence: safety, health, environment, reliability and efficiency

Chevron is committed to protecting the safety and health of people and the environment where we operate, conducting our operations reliably and efficiently, maintaining the safety and health of people and the quality of the environment where we operate and complying with the letter and spirit of all environmental, health and safety laws and regulations. Our Operational Excellence Management System (OEMS) defines expectations for systematically managing workforce safety and health, process safety, reliability and integrity, environment, efficiency, security, and stakeholder engagement and issues with regards to the systematic management of process safety, personal safety and health, environment, reliability and efficiency to achieve world-class performance.

We ask suppliers and contractors to demonstrate and maintain cybersecurity practices and risk mitigation procedures that align with Chevron's standards.

Getting results the right way

We manage supplier and contractor conformance to Operational Excellence through contractual agreements.

Chevron expects its suppliers and contractors to:

- Conduct their business in a manner that protects people and the environment
- 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
- Ensure that their security environment include cybersecurity controls that comply with regulatory and industry standards to protect Chevron's data and systems

Additionally, Stop-Work Authority is a key part of Chevron's culture, and we all have the responsibility to stop work – or not start work – if hazards or risks could pose a threat to safety or the environment.

chevron hotline

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.

If you are aware, or suspect, that one of our employees, suppliers, contractors or agents is acting inappropriately, we ask that you inform a member of Chevron management or use the Chevron Hotline, www.ChevronHotline.com, or by calling 1-800-284-3015. As this is a United States direct dial toll-free line, you can avoid international dialing charges by first calling the local toll-free access number on the AT&T website, <https://www.business.att.com/collateral/access.html>, and then asking to be connected to 800-284-3015. You may also call your operator and ask to make a collect call to +1-704-556-7046, and Chevron will bear the charges. Chevron does not tolerate any form of retaliation for reports made in good faith to the Hotline.

