



# commitment to equal employment opportunity

To: All U.S.-Based Employees and Applicants  
From: Rhonda Morris, Vice President and Chief Human Resources Officer  
Date: April 2023  
Re: Chevron's commitment to equal employment opportunity

## **Chevron's EEO Commitment**

Chevron is proud of its equal employment opportunity and affirmative action programs, which are endorsed by the corporation's Chairman and Chief Executive Officer, and annually reaffirmed to employees and applicants through this notice. Chevron values diversity and encourages an inclusive work environment that enables all employees to fully participate and contribute effectively to meet our business objectives. A work environment that is free of discrimination and harassment can help the company gain a competitive advantage. Our values in *The Chevron Way* include an expression of our commitment to diversity and inclusion that states, "We learn from and respect the cultures in which we operate. We have an inclusive work environment that values the uniqueness and diversity of individual talents, experiences and ideas."

Chevron is an equal opportunity employer. Our company policy provides for a working environment free from discrimination or harassment based on race, color, religious creed, sex (including pregnancy), sexual orientation, gender identity, gender expression, national origin, ancestry, age, mental or physical disability, medical condition, military or veteran status, political preference, marital status, genetic information, and other characteristics described in [HR Policy 400](#) or applicable law. Our commitment extends to all facets of employment, including recruiting, selection, training and promotion, and reasonable accommodation on the basis of disability and religion. We are committed to employing the most qualified employees based on objectively valid factors. All employees are to conduct themselves in accordance with the company's policy. Discrimination or harassment will not be tolerated at Chevron.

We continue to endorse affirmative action programs for women, minorities, individuals with disabilities, and protected veterans as a tool to help eliminate potential barriers to equal employment opportunity and achieve a diverse and inclusive workforce. All of Chevron's U.S. employees are covered under affirmative action programs designed to ensure equal opportunity for employees and applicants in all aspects of employment decisions such as recruiting, hiring, promotion, demotion, transfer, layoff or termination, compensation, selection for training, benefits and discipline. All departments and divisions are responsible for the implementation, auditing and reporting of their respective affirmative action programs. Chevron's Vice President and Chief Human Resources Officer, with delegation to the HR Policy and Compliance Counselor, will provide specialized support and oversight.

Affirmative action programs are available for review upon request during regular business hours. We encourage you to view or update your voluntary self-identification of race/ethnicity, veteran status, gender

identity and disability status at any time in the HR system (click [here](#) for instructions), or by contacting your local Human Resources business partner. Self-identification is voluntary, and no adverse action is taken against an applicant or employee because they self-identified or refrained from self-identifying. All information is maintained confidentially to measure equal employment opportunity efforts and to comply with governmental recordkeeping and reporting requirements.

Chevron encourages you to raise any concerns you may have about discrimination or harassment to your supervisor (or if you are uncomfortable with doing so, the next level of management), manager, your HR business partner, or by calling the Chevron toll-free Hotline at 1-800-284-3015, without fear of reprisal. Chevron strictly prohibits retaliation (including harassment, intimidation, threats, coercion, or discrimination) for making an internal or external complaint about discrimination; assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to laws requiring equal employment opportunity; or opposing any act or practice made unlawful by laws requiring equal employment opportunity. By way of example and not limitation, Chevron's protections explicitly extend to protected rights under Section 503 of the Rehabilitation Act, and Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, which apply to federal government contractors.