



Human Energy®

# 2013 Corporate Responsibility Report

Cabinda Gulf Oil Company Limited

**Expanding Economic Opportunity  
in Angola**

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# Message From the Managing Director



**John J. Baltz**  
Managing Director  
Cabinda Gulf Oil Company Limited

We are pleased to update you on our continuing work in the areas of corporate responsibility and social investment in Angola. One of the goals of this report is to help all of our stakeholders understand how we use our values to guide our actions in all that we do. We strive to be respected not only for our operational and business accomplishments, but for how we achieve them. We are committed to operating safely, protecting people and the environment, and improving the quality of life for the people who live in the communities where we do business.

Working with Sonangol, our business partners, the government, community members and our social investment program implementers, we identify needs and then invest in programs that will create measurable and enduring value for both the community and for our business.

We contribute to local communities by making strategic social investments in three core areas: health, education and economic development. We believe these are the elements that create a solid foundation for a successful future.

Thank you for your interest in learning more about the progress we have made in the last year to be a good neighbor in Angola. Our contact information is on the back page of this report. We welcome the opportunity to hear from you.

# The Chevron Way

## Getting Results, the Right Way

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.

### Our 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.

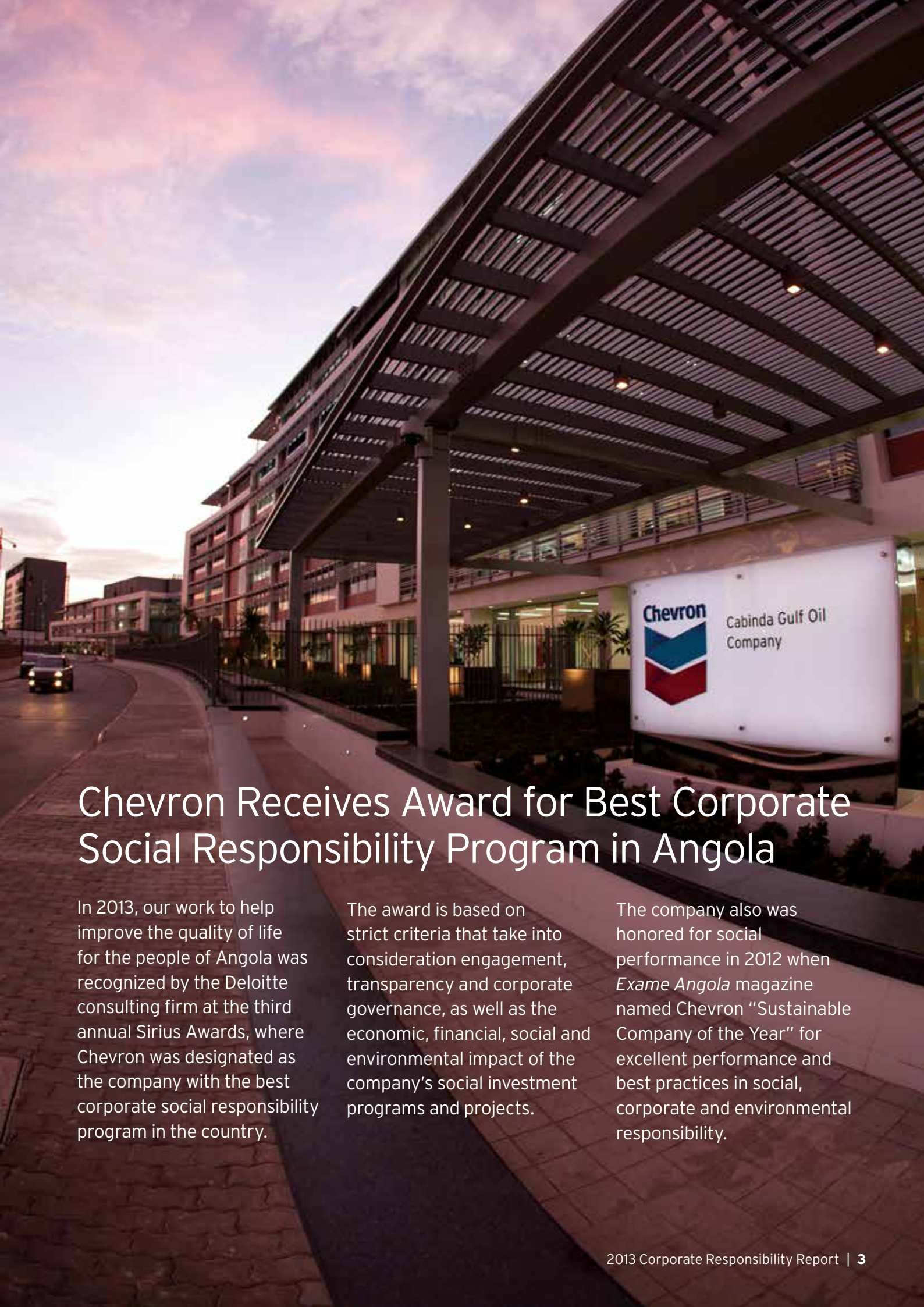
### Our Vision



At the heart of The Chevron Way is our vision - to be *the* global energy company most admired for its people, partnership and performance.

Our vision means we:

- Safely provide energy products vital to sustainable economic progress and human development throughout the world;
- Are people and an organization with superior capabilities and commitment;
- Are the partner of choice;
- Earn the admiration of all our stakeholders - investors, customers, host governments, local communities and our employees - not only for the goals we achieve but how we achieve them;
- Deliver world-class performance.



## Chevron Receives Award for Best Corporate Social Responsibility Program in Angola

In 2013, our work to help improve the quality of life for the people of Angola was recognized by the Deloitte consulting firm at the third annual Sirius Awards, where Chevron was designated as the company with the best corporate social responsibility program in the country.

The award is based on strict criteria that take into consideration engagement, transparency and corporate governance, as well as the economic, financial, social and environmental impact of the company's social investment programs and projects.

The company also was honored for social performance in 2012 when *Exame Angola* magazine named Chevron "Sustainable Company of the Year" for excellent performance and best practices in social, corporate and environmental responsibility.



The Sanha Complex is situated in Block 0, approximately 30 miles offshore from the Malongo Terminal in Cabinda.

# Chevron in Angola

## Operations and Business Portfolio

Through its subsidiary, Cabinda Gulf Oil Company Limited (CABGOC), Chevron has maintained and grown its business in Angola for more than 60 years.

With a portfolio of producing fields and new discoveries, Chevron uses sophisticated technology and innovative combinations of infrastructure and partnerships to expand access to resources and increase benefits to the country.

In Angola, the company explores for and produces crude oil and natural gas and produces liquefied natural gas (LNG), liquefied petroleum gas (LPG) and other gas liquids. Chevron also manages extensive gas projects designed to eliminate routine flaring and commercialize natural

gas resources for international and domestic markets.

Chevron operates Block 0, located off the coast of Cabinda province, as well as the nearby Block 14 and has nonoperated working interests in Block 2 offshore northwest Angola and the onshore block Fina Sonangol Texaco.

During 2013, net daily production averaged 119,000 barrels of liquids and 82 million cubic feet of natural gas.

### Block 0

- Chevron operates and has a 39.2 percent interest in Block 0. In 2012, the offshore concession produced its 4 billionth barrel of crude oil. The block is divided into Areas A and B. Together they contain 21 fields that produced

a net daily average of 90,000 barrels of liquids in 2013.

- The Mafumeira Sul project with a design capacity of 140,000 barrels of oil and 350 million cubic feet of natural gas per day includes a central processing and compression facility, two wellhead platforms, subsea pipelines, producing wells and water injection wells. First production is planned for 2015 with ramp-up to full production expected to continue through 2017.
- Work continued on the Nemba Enhanced Secondary Recovery Stage 1 and 2 Project in 2013. The two-stage development project supports flare elimination efforts and includes additional compression facilities on a new platform and a bridge connecting it to the existing South Nemba platform.



At Chevron, following safety procedures is vital at all times.

## Block 14

- Chevron holds 31 percent interest and operates deepwater Block 14 where well planning, identification of new prospects, and reprocessing of seismic data are ongoing.
- In 2013, net daily production was 27,000 barrels of liquids from the Benguela Belize-Lobito Tomboco, Kuito, Tombua and Landana fields.
- The Benguela Belize-Lobito Tomboco development surpassed production of 250 million barrels of crude oil in late 2011.

## Projects

### Angola LNG

- Chevron holds a 36.4 percent interest in Angola LNG Limited, the first liquefied natural gas (LNG) project in Angola and the world's first LNG plant supplied

with associated gas, natural gas produced as a by-product of crude oil production. Feedstock for the plant located in Soyo originates from multiple fields and various operators.

- Average total daily sales of 670 million cubic feet of natural gas and up to 63,000 barrels of natural gas liquids are expected. First cargo was shipped in June 2013.
- Development projects in the Greater Longui Area of Block 0 and the Malange Field of Block 14 also are expected to be key suppliers of natural gas to Angola LNG.

### Congo River Canyon Crossing Pipeline

- Chevron holds a 38.1 percent interest in the Congo River Canyon Crossing Pipeline that will transport up to 250 million cubic feet per day of natural gas from

Blocks 0 and 14 to the Angola LNG plant.

- Development plans include 87 miles (140 km) of offshore pipeline routed under the Congo River subsea canyon.

### Angola-Republic of the Congo Joint Development Area

- Chevron Overseas Congo Limited operates the Lianzi Unitization Zone, the first cross-border development in West Africa, which is located in 3,000 feet (900 meters) of water and features a subsea production system with a 27-mile (43 km) electrically heated flowline, the first use of this advanced technology at this water depth. The pipeline will transport oil to the Benguela Belize-Lobito Tomboco platform in Block 14. Design capacity is 46,000 barrels of crude oil per day.

# 2013 Social Investment Highlights

**+US  
\$9.2 million**

Social investment by CABGOC and its partners in 2013

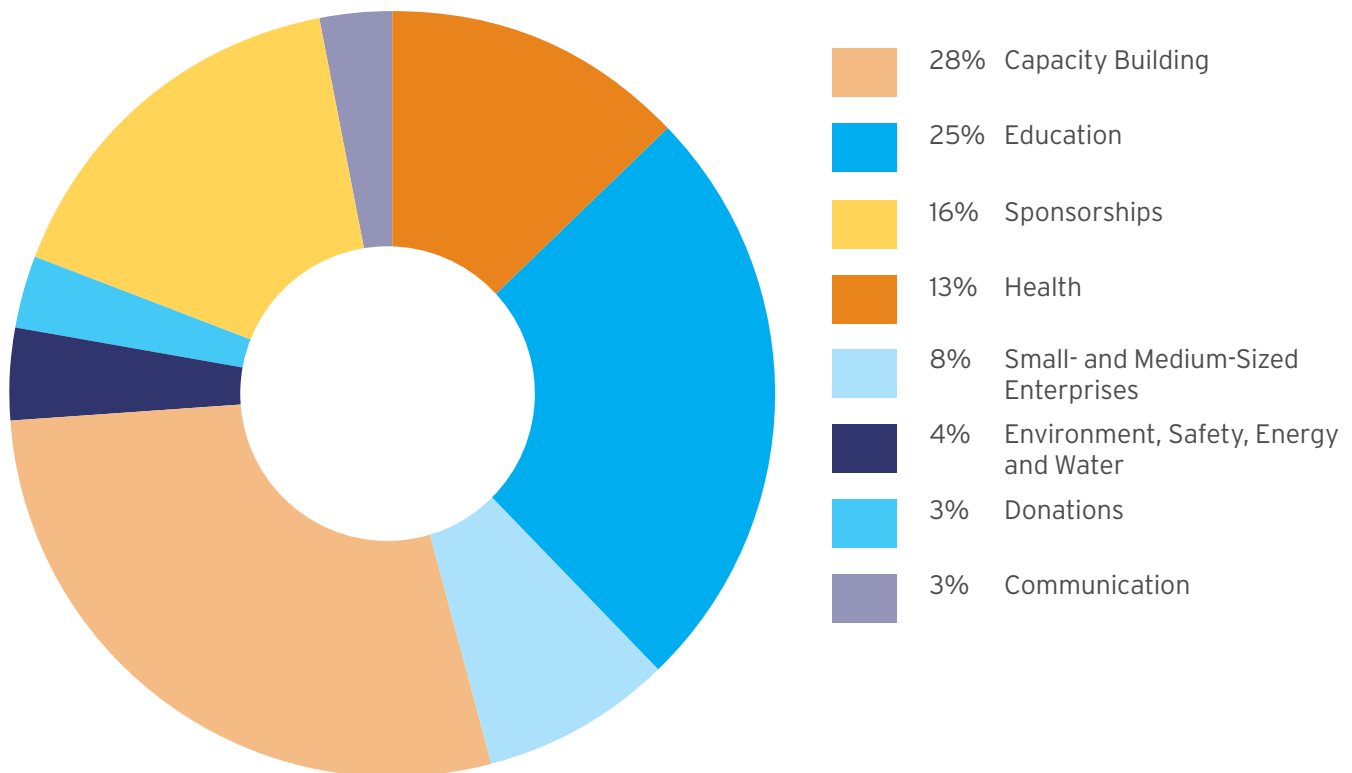
**+377,000  
people**

Direct and indirect beneficiaries of CABGOC's social investment programs

**+US  
\$1.26 billion**

CABGOC spent on products, materials and services provided by local businesses

US\$9,233,000 | 377,000 Beneficiaries





# Economic Development

## Expanding Economic Opportunity in Angola



Women fish traders benefited from FISS project funding to help improve economic prospects of the local fishing industry in Cabinda.

Chevron's social investments promote self-sustainability, job creation and economic development among small- and medium-sized businesses in the communities where the company operates.

While promoting sustainable agricultural production and facilitating lasting business relationships among producers, suppliers, banks, processors and distributors of cash crops, the company's programs provide technical assistance to farmers organized in cooperatives and associations to help them improve their productivity.

Social investment programs teach practical methods for sustainable production, processing and commercialization of agriculture and fishing.



## Promoting Economic Development

In 2013, Chevron spent approximately US\$1.26 billion with more than 240 Angolan-owned businesses.

To boost the role of Angolan companies in the oil and gas industry, Chevron sponsored the Business Opportunities for National Companies forum in Luanda for current and potential suppliers. During the event, attendees learned about the company's local content strategy and contracting procedures and Angola's expectations for operators in the country.

Recognizing the need for a diverse pool of qualified and competitive suppliers, Chevron supports the development of organizational and operational capabilities in local companies and fosters the transfer of knowledge from multinational companies to the national workforce. Through various programs, Chevron provides personalized training and professional advice to micro-, small- and medium-sized Angolan enterprises, helping increase their competitiveness.

The company also aims to increase local companies' understanding of what is needed to effectively compete for business opportunities with large international corporations and enable them to expand.

# Open Safety

## Chevron Partnership Helps Develop Local Content Capacity



“Chevron gives opportunities to local companies to provide goods and services, which has allowed us to grow and improve our operational capabilities. Our relationship has enhanced Open Safety’s credibility locally and internationally as more companies are now looking at us as a serious partner.”

**Rui Magalhães**  
CEO of Open Safety

Open Safety is a growing business that provides locally produced individual safety gear and fire protection equipment to CABGOC. In 2012, they were an emerging company focused on long-term growth and were looking for ways to enhance their operational and organizational capabilities.

In addition to doing business with Chevron, Open Safety has been named as a local partner for NOV Wilson and Wesco.

Chevron’s vision for local companies is the development of organizational and operational capabilities that increase their competencies while providing sustainable, safe and high-quality services to the Angolan oil and gas sector.



Open Safety specializes in offering a range of individual safety gear and fire protection equipment.

## Improving Production Efficiency



Chevron provides training to farmers on the effective use of water and business management for sustainable production and development.

### Integrated Agriculture Project

Since its launch in 2008, the Integrated Agriculture Project (IAP) has been promoting sustainable production and commercialization of crops such as bananas, cassava, Irish potatoes and orange-fleshed sweet potatoes to improve the supply of food rich in vitamin A. According to the World Health Organization, vitamin A deficiency is the leading cause of preventable blindness in children and increases the risk of disease and death from severe infections.

To improve production efficiency, IAP focuses on applied research (introduction of improved varieties and testing for adaptability), processing and commercialization of cassava and potato derivatives.

The project also provides training for farmers on crop management, effective water use, integrated pest management and business management.

As a result of the research and technical assistance, IAP released five varieties of Irish potatoes and seven varieties of orange-fleshed sweet potatoes in 2013, a first for the country. These new varieties produce higher yields at a lower cost and have a better resistance to pests and diseases.

The IAP has directly benefited more than 21,000 farmers, nearly 12,000 of whom are women.

### Cabinda Fishing Sector Support Project (FISS)

In 2009, Chevron and its Block O partners launched the Cabinda Fishing Sector Support project (FISS), known locally as “Tuende tu Vuba.”

The goal of the US\$3 million, three-year project is to improve the economic prospects for people involved in the local fishing industry in Cabinda by improving profitability and reducing operational costs.

Over a period of four years, more than 2,700 fishermen and women fish traders have benefited from the project. Establishment of fishermen-owned micro and small enterprises managed by a third party and facilitation of access to credit have been key success factors of the project.

## Strengthening Entrepreneurial Culture

### Entrepreneurship Curriculum Program

Chevron supports the Angolan government's efforts to improve educational opportunities for young people by sponsoring the Entrepreneurship Curriculum Program, which aims to develop entrepreneurial skills among young people.

The program teaches Angolan students business, communication and finance skills to help them identify business opportunities and develop and manage their future careers.

The pilot phase of the program ended in 2013, after testing new resources like teachers' guides, student textbooks, a teacher training manual, monitoring and evaluation tools, and assessment guidelines.

More than 10,000 students are enrolled in the program, which also trained 139 teachers and 70 education officials. Currently implemented in 45 schools nationwide, the program plans to expand to 90 schools in 2014.



Students currently benefiting from the entrepreneurship program.



Teachers being trained on entrepreneurship teaching methods.

### Cabinda Business Incubator Center

Cabinda Business Incubator Center project provides support services to local companies through improved access to training and professional advice aimed at increasing the competitiveness of micro, small- and medium-sized businesses in the province.

The project has directly benefited 25 business owners, six of which are women.



Professionals received training to improve their business at the Business Resource Center in Cabinda.

# José Romero

## Operational Procurement Manager

### Local Content: Generating Sustainable Business in Angola



José Romero has been the Operational Procurement manager for Chevron in Angola for two years and will be moving to a new assignment in Houston as a Global Procurement Operations process advisor.

#### *What is the purpose of local content?*

Local content helps boost the economy in Angola through the purchase of products and services provided by local businesses. It has two different components, one at the national level and the other one at the local level. CABGOC operates in the Cabinda province, so we work to maximize the value brought to Cabinda and its surrounding communities through CABGOC's activities.

#### *How does Chevron encourage new Angolan business and entrepreneurship?*

We identify local suppliers in Cabinda and Angola in general through public bidding processes published in newspapers and on our website. In addition, we participate in local events with the chamber of commerce, and through CABGOC-organized suppliers forums, as was the case of the Local Content Forum that took place last year in October.

#### *How does your group integrate with community engagement efforts to develop Angolan business?*

We help local entrepreneurs connect with the Original Equipment Manufacturer (OEM) to foster local partnerships. We start by working to help them secure initial opportunities and then try to support them as they look for ways to grow their businesses.

#### *What are some of Chevron's recent local content success stories?*

We have developed local suppliers in the Cabinda province, on the materials and services side of the business. Examples in materials would include Commercial NASA, which is a company that started supplying boots, and later expanded the business to include personal protection equipment, chemicals and valves. On the services side, Tina Tours started providing shuttle service between Cabinda and Malongo for the rotators (who work every other month). Today, this company provides direct employment for over 50 Cabinda natives and provides the internal shuttle service within the Malongo camp in addition to the previously mentioned services.

*Where does Chevron procure local content? Do you look into all provinces in Angola?*

We mainly procure in Cabinda and Luanda. However, local suppliers buy materials and services from other companies across Angola.

*What are the challenges and issues in developing local content?*

Limited national production of goods means some materials must be procured from companies outside of Angola.

*What is Chevron's strategy for meeting these challenges?*

We work together with local suppliers on adapting to our processes to overcome these challenges. We trained them how to process invoices, comply with Angolan legislation and how to use our software system.

*What attributes does Chevron look for in a potential supplier of goods or services?*

We take into account five main attributes, namely:

- **Capability:** Ensure that the contractor/supplier can perform the work being offered and has the necessary expertise in the specific area of interest.
- **Compliance:** Ensure the Chevron supplier qualification process is completed.
- **Financial:** Evaluate the financial health of a prospective contractor/supplier.

- **Health, Environment and Safety (HES):** Evaluate the HES policies, practices and performance of contractor/supplier to help ensure they will be able to meet Chevron's strict HES requirements and to document the basis of their qualification.
- **Information Protection:** Ensure the due diligence process to assess a potential supplier's ability to protect Chevron company information and Chevron's IT systems have been successfully completed.



Steven Thibodeaux (left), general manager of Supply Chain Management for Chevron in Angola discusses local content priorities with company stakeholders at the Luanda Local Content Forum.

# Education

## Strengthening Human Capacity

Chevron's objective is to expand access to quality education and strengthen the capacity of educational institutions and organizations. In 2013, the company and its partners in Block 0 and Block 14 invested more than US\$2 million, directly assisting more than 6,000 students.

### Promoting Education

#### Writing Contest

Chevron's annual writing contest began three years ago. Since then, participants have included 2,779 students representing nine public schools in Luanda, Cabinda and Huambo. Participants and winners in the 2013 contest received computers, books and bags, caps, and shirts.

#### "Aprenda Brincando"

This program sponsored by Chevron promotes learning through competition. Broadcast on Rádio Nacional de Angola (RNA), "Aprenda Brincando" began in 2002 in partnership with the Provincial Secretary of Education. During the live radio program, students play games and take quizzes in competition with fellow students and opposing school teams. In 2013, more than 1,100 students, including 292 girls, participated in the program.

#### Mathematics Olympics

In its fourth year, the Chevron sponsored National Mathematics Olympics is designed to help improve the quality of both the teaching and learning experiences of the subject and to create a motivating environment. This year, of the 135 students who participated from 17 provinces in Angola,



Chevron contributed to the development of teaching and learning processes in Angola.

three finalists were honored for outstanding mathematical skills and abilities. The awards included computers, books, medals and certificates.

#### Cabinda Scholarship Program

To increase the quality of education for future professionals, CABGOC, the Associates of Block 0 and the provincial government of Cabinda sponsor the Cabinda Scholarship Program to support education and training at the university level for students in Cabinda.

In 2013, 73 students were enrolled in the scholarship program that

was implemented in partnership with two local private universities, Universidade Lusitana de Angola (ULA) and Universidade Privada de Angola (UPRA). The program annually disburses US\$250,000 and has the capacity to support up to 75 students.

Over the past 19 years, Chevron and its partners have also supported other scholarship programs for students studying in Angola and for educational opportunities in Portugal and the United States in the areas of petroleum engineering, electrical engineering, chemical engineering, linguistics, computer sciences, mathematics, medicine and nursing.



+1,600

Beneficiaries of equipment donated by CABGOC to support special education

+500

Student participants in the National Mathematics Olympics

+300

Scholarships distributed to disabled young people in the last five years



## Chevron Sponsors Scholarships for Disabled Young People

Chevron contributed US\$200,000 to the Training for Better Integration scholarship program to help disabled young people receive quality professional training and access to the job market. The program was conceived by CABGOC and is implemented by the Lwini Foundation in partnership with the National Institute of Employment and Professional Training. The CINFOTEC training

center delivers training to the students. In its first year, CABGOC's sponsorship benefited 60 young people. Eligible students are over age 18 have completed the ninth grade and do not have the financial means to pay for professional training.

"The concept of this program is to encourage social integration of one of the most marginalized groups in any society - people with physical disabilities, who have limitations in

terms of training. Through this initiative, Chevron ensures that an increased number of disabled young people can compete in the job market and improve their quality of life," said Dr. Vanda Andrade, general manager of Policy, Government and Public Affairs, Human Resources and Medical Services for Chevron in Angola.



**+19,000**

Safe blood transfusions performed in Cabinda

**500,000**

Children vaccinated against wild polio virus in six northern provinces

**+200**

Children of HIV-infected mothers received formula to replace breast milk and prevent disease transmission

# Health

## Working to Improve Quality Care in Angola

Chevron continued its social investment programs to prevent endemic diseases and reduce the main causes of death for women and children. Chevron supports programs that improve mother and infant health care, combat HIV/AIDS, malaria and other infectious diseases and increase the capabilities of health care workers and quality of facilities.

In 2013, Chevron and its partners invested more than \$900,000 dollars in eight health projects that benefited more than 189,000 people.

### HIV/AIDS

#### Reducing Child Mortality and Improving Maternal Health Care

Chevron organized HIV/AIDS awareness campaigns in Buco Zau, Cabinda, Luanda and Malongo. The events were open to the public and received nationwide media coverage. The objective of this campaign was to work in partnership with the health authorities of Angola and Cabinda province to educate the public about HIV/AIDS and how to prevent it. An estimated 5,000 people were engaged

during Chevron's awareness campaigns. Chevron also provided infant formula and other health care support to more than 200 newborn babies from HIV-infected mothers in Cabinda. The formula replaced breast milk and reduced the risk of mother-to-child HIV transmission that occurs during breast feeding. The infant formula also helped improve child nutrition. The program, which began in 2003, has benefited more than 50,000 people. Also, Chevron reopened the counseling and testing center for HIV-infected mothers.

#### Cabinda Blood Bank Services

Cabinda Blood Bank's safe blood program helped save lives and improved health by addressing

the blood-borne transmission of infectious diseases such as HIV, Hepatitis B and C and syphilis. Chevron has supported the program since 1991 to ensure access to safe blood transfusions and meet the goals, standards and recommendations of the World Health Organization (WHO) for Africa. Working in partnership with the Angolan National Blood Center and the Cabinda Provincial Secretary of Health, the program has increased the supply of safe blood for transfusion at the Cabinda Central Hospital, Provincial Maternity, Belize, Buco Zau, Chinga and Cacongo municipal hospitals. The Cabinda Blood Bank supplies more than 19,000 transfusions annually.



CABGOC invests in programs that improve maternal and child health care.



Safe blood programs help treat a wide variety of illnesses in Cabinda.

## Malaria

In Angola, malaria is endemic in all 18 provinces of the country. The transmission of the disease is predominantly reported in the provinces of Cabinda, Kuanza-Norte, Lunda-Norte, Lunda-Sul, Malange, and Uíge. According to the National Malaria Control Program, malaria in Angola is still the primary cause of death. The disease accounts for about 35 percent of the demand on the health care system, 20 percent of hospital admissions, 40 percent of perinatal deaths and 25 percent of maternal mortality.

Chevron supports the Angolan government's goal of continued reduction of the incidence of malaria.

- During 2013, Chevron continued to help fight malaria with donation of equipment to six health centers in Cabinda.
- Health workers received diagnostic training.
- Informational materials about malaria prevention and control were distributed to employees and in the community.
- Insecticide treated mosquito nets were distributed.

Since inception in 1997, Chevron's malaria program has had a direct impact on lives of about 180,000 people.

## Sickle Cell Anemia

The goal of this four-year, US\$4 million project is to reduce the effects of sickle cell anemia (SCA) disease in Angola through improved diagnosis, testing and treatment. The program tests new born babies, provides preventive and curative treatment and patient and family consultation, and helps train healthcare workers in the diagnosis and treatment of the disease.



Chevron promotes activities that support Angolan government efforts to control, prevent and eliminate malaria in the country.

Sickle cell anemia is an inherited blood disease affecting more than 300,000 newborn infants worldwide each year. According to WHO, at least 75 percent of these births occur in sub-Saharan Africa. In Angola, more than 12,000 children are born every year with the disease that causes susceptibility to life threatening infections, anemia, blockage of blood vessels and organ damage. Without treatment, 80 to 90 percent of children age five and below with SCA will die.

The program has created treatment facilities at Luanda's David Bernardino Pediatric Hospital and at the Cabinda Maternal and Child Health Center.

Since 2011, the Angola sickle cell program has tested more than 65,000 babies and identified over 900 babies with the sickle cell disease. A total of 780 patients are enrolled in Luanda and Cabinda

clinics, including 544 children under 5 years of age (165 in Cabinda and 379 in Luanda). In Luanda, the program continues to provide assistance and support for the existing sickle cell clinic at the David Bernardino Pediatric Hospital to improve the clinical care for older children with sickle cell anemia who were not diagnosed by newborn screening.

Through the program, Angolan obstetrical nurses were trained to collect blood samples from babies and Angolan laboratory technicians were trained in diagnostic testing. Angolan pediatric nurses and doctors also have learned to provide life-saving medical interventions.



Chevron sponsored the Breast Cancer event in Cabinda to raise public awareness about the disease, treatments and prevention.

### Breast Cancer Awareness

According to the Angola National Oncology Centre, breast cancer leads the list of cancers diagnosed in the country. In 2013, Chevron, in partnership with the Foundation Against Breast Cancer and the National Oncology Centre, launched a breast cancer awareness program with campaigns to increase knowledge about the disease, its treatment and prevention. The awareness campaign emphasized the importance of detecting breast cancer early. At the campaign event 3,000 people received instruction on how to perform breast self-examination.

### Tuberculosis

Tuberculosis is among the five leading causes of death in Angola. Chevron helped to equip the Luanda Tuberculosis Hospital with appropriate X-ray, laboratory equipment and other supplies to improve access to high-quality diagnosis and treatment of the disease.

Since 2001, Chevron has also supported a tuberculosis program in Cabinda that provides medicine to the community. In the past 12 years, more than 1,600 people diagnosed with tuberculosis were treated and cured in Cabinda.

### Wild Polio Virus

More than 500,000 children under age five received vaccinations in 2013, preventing reintroduction of the wild polio virus in Angola's northern provinces bordering the Democratic Republic of the Congo. With support from Chevron, the Barrier Strategy project created by the government of Angola in partnership with UNICEF carried out a vaccination campaign in Cabinda, Lunda Norte, Lunda Sul, Malange, Uíge and Zaire. As a result, no new cases of polio appeared in Angola and no new cases have been reported since 2011. The project expanded the supply of cold storage for vaccines and transportation for equipment. Clinic staff and volunteers were also trained.

## Caring for Employee Well-Being



Chevron's activities for employees promote healthy lifestyle and help prevent cardiovascular diseases.

Chevron strives to provide quality medical care to all employees and dependents. The company operates three onshore clinics and seven offshore health centers and provides programs that help employees maintain their health.

Chevron delivers malaria prevention and awareness training for employees, distributes insecticide treated bed nets and provides clinical treatment.

The company supports HIV/AIDS prevention and awareness through training, condom distribution, employee peer-to-peer education, clinical follow-up and treatment, and employee and community engagement activities that encourage voluntary testing.

Chevron provides awareness and prevention training, diagnosis and clinical treatment of tuberculosis.

Our Healthy Heart program, launched with the objective of promoting physical exercise and a healthy lifestyle, provides advice on exercise and weight loss programs and clinical treatment for high blood pressure and other cardiovascular conditions.

The Employee Assistance Program (EAP) provides psychological, social, relationship, and work-life balance services.



An employee learns how to diagnose obesity.



A Chevron employee receives health advice at the Healthy Heart Program event at Chicala, Luanda.

## Balancing Work and Life

As a company that values the balance between work and personal life, Chevron supports initiatives that help improve physical condition and the well-being of its employees. To help achieve this goal, a group of employees established the Chevron Sports Committee (CSC), which organizes events that encourage regular physical activity for employees and family members.





Chevron's commitment to world-class performance brings the most qualified talent to the organization to meet business needs, develop our workforce and support the Angolanization process.

# Human Resources

## Investing in Our People

Success is driven by our people and our commitment to world-class performance, operating safely and responsibly, and executing with excellence. Chevron invests in people to strengthen organizational capability and continue to develop a talented workforce that will allow us to contribute to the economic and social development of Angola.

In 2013, the company had about 3,378 Angolan employees. Angolan citizens comprised 89 percent of Chevron's employees in Angola.

Chevron remains committed to supporting Angolanization, the Angolan government policy intended to improve the skills of the national labor force and increase the number of Angolans employed by

international companies, especially in supervisory and management roles.

To find Angolan citizens qualified for job opportunities with the company, Chevron continued a dynamic recruitment program through newspaper and Internet advertising, and participation in local and international job fairs, including in Lisbon, Cape Town, London and Houston.

As a result of participation in these fairs, Chevron made 74 job offers and extended 16 internships to qualified students and professionals. The areas available were predominantly technical and included asset development, asset management, drilling, information technology and operations.



The 2013 Leadership Forum provided opportunities to strengthen Chevron's potential future leaders.



3,378

Number of Angolan employees

89 percent

Of employees are Angolan citizens

+US \$16 million

Invested in workforce training programs in 2013



Chevron employees participate in career development training.

Chevron invests in employee development to increase the number of national employees in supervisory and management positions. In 2013, Chevron provided training through its Horizons program.

Implemented in 2008, Horizons is a five-year program to accelerate the technical competencies of employees in the beginning of their careers with the company. CABGOC has had 202 employees

participating in Horizons - 35 employees have graduated and 20 more are expected to graduate in 2014.

Other development programs provide knowledge and tools for career advancement, supervisory training, coaching, leadership and mentoring.

The company's scholarship program provided support for 14 Chevron employees to attend school in the United States at The University of Tulsa, The University of Texas Austin campus and West University.



“Nothing is more important to Chevron than the health and safety of our neighbors and workforce and protection of the environment.”

**Manuel Graças de Deus**

Health, Environment and  
Safety general manager for  
Chevron in Angola



# Health, Environment and Safety

## Striving for Excellence

Continuing business success in Angola depends on a proven capability to conduct our operations safely and in an environmentally sound way. Protecting people and the environment is a core value at Chevron.

### Operational Excellence

Chevron's Operational Excellence Management System is how we systematically manage safety, health, the environment, reliability and efficiency. We regularly audit our procedures to assure compliance, identify and reduce the risk of incidents, ensure preparedness for emergency response, and improve overall performance focusing on five areas:

- **Safety:** Achieve an injury-free workplace
- **Health:** Promote a healthy workplace and mitigate significant health risks
- **Environment:** Prevent spills and environmental incidents and mitigate environmental risks
- **Reliability:** Operate incident-free with industry-leading asset reliability
- **Efficiency:** Maximize the efficient use of resources and assets

Our commitment to operational excellence extends to our contract workforce, our supply chain partners and the communities where we operate.

### Supporting the Safety of Our Workforce

At Chevron, everything we do begins with our fundamental commitment to safety. Our safety culture reflects a code of conduct based on two key principles:

- **Do it safely or not at all**
- **There is always time to do it right**

We start our meetings with a safety moment - a brief discussion of lessons learned or information intended to help others avoid an unforeseen incident or to improve an operational excellence-related area in work or home life - to heighten awareness of issues, track and award business units for strong safety performance, share best practices and lessons learned,

and use behavior-based safety evaluations.

Compared to the previous year, in 2013 the number of recordable injuries was reduced by more than five percent. Although the number of recordable injuries was lower, one of our colleagues died in an incident on a drilling rig. As is the case with any safety incident, we conducted a thorough analysis of the circumstances to determine the root cause and learn how to improve safety practices.

Everyone at Chevron has Stop Work Authority - they can stop any operation, in the office or in the field, without repercussions, if they believe there is a risk to people or the environment. We commend those who exercise this authority - even in cases where no actual risk was ultimately found.

Our focus on safety is designed to reduce the likelihood and severity of unplanned incidents that can affect people or the environment.



Everyone at Chevron in Angola has the responsibility to use Stop Work Authority if a potentially unsafe situation is observed.



Prevention is the first priority and our employees strive to ensure they are prepared to respond to emergencies.

## Raising Public Awareness About Road Safety



In partnership with Cabinda's Provincial Directorate for Road and Traffic, the objective of the "Arrive Alive" program is to reduce road crashes and fatalities.

Chevron is helping make the roads safer in Angola by working to educate drivers on best practices and by improving basic infrastructure. The campaign is aligned with the Angolan government's policy of ensuring the health and safety of the people, especially children.

Chevron worked in partnership with Cabinda's Provincial Directorate for Road and Traffic (DPVT) and in 2013 launched an awareness campaign on crash prevention and road safety in the province. Chevron donated

equipment and materials to DPVT including radar speed monitoring devices, special flashlights for traffic control and alcohol Breathalyzer® test equipment. Chevron also partnered with Multiperfil, a health care organization and DPVT teams to conduct driver safety and health inspections in Barra do Kuanza.

In 2013, Chevron employees and contractors drove approximately 10 million miles in Luanda, Cabinda and Malongo. Even with challenging conditions such as heavy traffic and

poorly maintained roads, Chevron experienced only minor motor vehicle-related incidents, most of which involved slight dents and scratches to vehicles traveling at low speeds in heavy traffic. The number of motor vehicle-related incidents involving Chevron vehicles decreased 17 percent from the previous year. We continue to seek ways to improve our road safety performance record.



Chevron's policy is to always follow safe work practices to prevent incidents.



Chevron is helping to educate drivers and pedestrians on best practices to reduce road crashes.



To protect marine mammals, Chevron follows measures consistent with the United Kingdom's Joint Nature Conservation Committee guidelines.



Chevron continues to support safeguarding endangered sea turtles.

### Protecting the Air

Chevron has invested in flare reduction projects, which decreased flaring volumes by more than 56 percent from 2005 to 2013. We continue to make significant progress in our efforts to eliminate routine flaring related to our operations. Planned to continue through 2017, ongoing projects are expected to reduce flaring by an additional 25 million standard cubic feet per day (MMscf/d) when new equipment is operational. Additional flaring reduction projects are expected to be completed by the end of 2019.

### Protecting the Coastal Environment

In 2012 and 2013, Chevron worked with the Wildlife Conservation Society to study the acoustic dynamics of the marine environment and gain a deeper understanding of how the industry can better coexist with nature. CABGOC continues to use its procedures for protecting marine mammals during seismic operations by stopping work if animals are observed within 500 meters of the work area.

## Chevron Honored for Environmental Protection in Angola

At the Third Annual International Fair of Environment and Environmental Equipment, Services and Technologies, Chevron received the prize as the company that best exhibits quality in environmental protection. The event held in Luanda was organized by the Ministry of Environment and Luanda International Fair.

Chevron provided information about its rigorous expectations concerning environmental responsibility and presented some of its projects linked to renewable energy and the use of advanced technology. Chevron also highlighted its practices adopted to preserve wildlife in its operating areas.



HES General Manager Manuel Graças de Deus receives the Leading Environmental Quality Award from the Minister of Environment, Fátima Jardim.

# Chevron Volunteers Contribute in the Community

The CABGOC Volunteer Opportunities Program (CVOP) gives employees the opportunity to contribute to the quality of life for children and teenagers in Cabinda. Through their effort and commitment, Chevron's volunteers are making a difference in the lives of those in need.

In 2013, the CVOP continued to focus its support on education and improving facilities. CVOP organized in collaboration with the Catholic mission in the city of Landana in Cabinda made much needed repairs at the Landana boys' orphanage and constructed a cooking school at the Landana girls' orphanage.

At Zenze do Lucula, a generator was donated to support the boys' orphanage, and Christmas gifts were provided to the children.

CVOP also donated 30 tons of food to the Caio orphanage.

“On behalf of CVOP, I thank all the people and organizations who made generous contributions. It is wonderful to see Chevron employees volunteering and making a difference in the lives of these children.”

**Jaime Dias**  
CVOP's Chairman in Malongo



A CVOP volunteer holds a child while visiting an orphanage in the city of Landana in Cabinda.



Contributing to the well-being of the communities in Cabinda, CVOP helped to make a difference by donating food to children in need.



Volunteers talk with children at Zenze do Lucula orphanage for boys where the CVOP donated a generator.

We welcome your comments and questions about this report and our programs in Angola.

Please visit [www.chevroninangola.com](http://www.chevroninangola.com) under Contact, or send an email to [questoes@chevron.com](mailto:questoes@chevron.com).

Thank you for your interest in Chevron's corporate responsibility efforts.

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