

the
human  energy
company™

health matters

resilience across the enterprise



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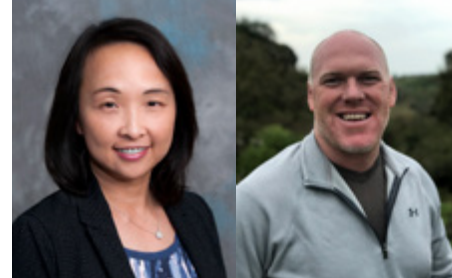


StRaW Sea-Survival training, Settapat Center

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a message from huma abbasi

general manager, health and medical



Throughout 2021, our workforce has achieved remarkable results enabling human progress around the world. Despite the unique challenges we continue to face, starting with the COVID-19 pandemic, we have remained steadfast in our efforts to prioritize the health and safety of our people, our operations and the communities in which we live and work.

Psychological and physical resilience is key to persevering in times of change, challenge and adversity. We have adapted where necessary and grown as individuals and as a company. Our spirit and determination have inspired ourselves and others up to this point, and I believe both will propel us forward as we pursue our lower carbon and higher return ambitions.

This year's edition of *Health Matters* showcases how resilience has ruled throughout Chevron in the last 12 months. Stories from individuals, teams and organizations around the world all attest to this.

These are stories that speak to the importance of how social connectedness and self-care can influence our mental health and emotional well-being. They remind us that physical well-being is critically important to optimal body function and a good quality of life. As you read these stories, I hope you will learn more about the resources available to you through Chevron, all of which can help support total health and a positive mindset.

In writing this year's issue, we were awestruck by the human spirit our colleagues everywhere exemplified through their tenacity, selflessness and resolve. We hope these stories inspire you, too. And it's our sincere wish that they remind each of us how important it is to make our health, well-being and safety a top priority.

Your partner in health,

A handwritten signature in black ink, appearing to read 'Huma'.

Huma Abbasi

General Manager, Health and Medical

strength and resilience

força e resiliência: by bryan mitisek, maintenance & reliability manager – soyo kwanda base ALNG

Working together as one team, we are able to accomplish things we never thought possible. Such is the case with Angola LNG and SASBU employees. They exemplify resilience, a key quality in any success.

resilience and adaptability in the face of COVID-19

In the beginning of the pandemic, Angola quickly shut its borders to safeguard its people. I was on one of the last flights out, leaving my colleagues behind to initiate an emergency response that included locking the gates, transitioning to minimum operations, and building hospitals and quarantine facilities. Angola LNG moved essential national employees to an eight-weeks working, six-weeks off and two-weeks quarantine schedule. In the beginning, resilience meant fatigue management, fatigue breaks, eating healthy and exercise.

After 12 weeks working remotely, I returned to Angola LNG on one of the first flights back, navigating the airports and restrictions in a world that

had come to a stop. I arrived only to enter into government quarantine for 21 days. Finally, I headed to the plant 23 days after starting my journey to work.

‘força e resiliência’ is an awareness of how stress and fatigue can affect our human performance during these challenging times. both conditions can lead to errors that may affect critical operations and personal health. each of us must make a dedicated effort to maintain força e resiliência.

I arrived in Soyo not recognizing the plant I had known, with its locked gates, temperature screenings, empty

offices and vacant workshops, not to mention the tired faces of our team. Work was fast-paced and demanded that critical decisions be made daily. The workplace changed constantly. Resilience in the midst of this change required flexibility and trust.

creating força e resiliência

Acknowledging high levels of stress, the team created our Força e Resiliência (Strength and Resilience) movement. We kept it simple and supported employees in taking care of themselves. Our emergency management team listened to our employees and found creative solutions to address their concerns. In consultation with Chevron Health and Medical doctors, plus outside resources, we provided a calendar of activities, education, events and special meals to recreate a sense of community and routine. Most importantly, we remained flexible to our employees’ needs for rest, exercise and stress relief, empowering them to take action and better care of themselves.



PCR testing facility at ALNG plant. This lab services all of Zaire province and supports the community in the fight against COVID-19.

if we were all living this well, we would go home feeling better than when we arrived at work



PCR testing campaign at ALNG. Kelsey Denton stands waiting for his test.

the phone call that changed it all

At the time we rolled out Força e Resiliência, we had no idea that the challenges had just begun. I'll never forget that one phone call, "We have a high temperature at the gate, and this is not a drill."

The first case hit the heart of the plant – our production operators. We created an isolation corridor that isolated the production team from the remainder of the plant. We had no idea we wouldn't see or share time with them for the next 35 days. Government protocols went into effect and a sanitary fence was raised around the facility. Under these conditions, no one entered or left without a negative test and approval from the health authorities. Despite several sitewide testing campaigns, soon we had 35 cases on our hands. Suddenly, Força e Resiliência was not a poster anymore; it was the fuel in our tank.

resilience succeeds when we come together as a team

Resilience creates an emotional grist that can motivate all of us to endure

here are three things each of us can do to support força e resiliência

1

We need to take the time to participate in activities that provide us well-being. Exercise. Learning. Socializing. Writing. Reading. Listening to music. Talking to friends and family. Exploring our creative side. Staying productive. Sharing with others. And the list goes on.

2

We should make rest a priority throughout the week to sustain our energy. Many of us already follow a schedule to fit in sufficient rest throughout the week; the key is to practice this before we reach "burn out."

3

We need to be educating ourselves on the importance of health and well-being. Sleep, diet and exercise are only a small part of well-being. Balance between career, family, health, personal finances, beliefs and relationships is critical.

risks and uncertainty. Acting on what we can change is essential to eliminating suffering. As a team, we had to improve logistics and, in our workplace, promote the well-being of our employees.



Jeffery Alejaga returning home after 300 days at ALNG

What started a year ago did not stop with our plant's last COVID-19 case in late August 2020. And it's not the only story. Individuals and their families have their own stories of immense struggle while being apart from one another. Our resilience was forged out of these challenges. It has deepened and remained essential to sustaining the livelihoods of our employees and the safety of our operations. I challenge you to internalize Força e Resiliência and to go home feeling better than when you came to work.

we're all in this together

Looking back, we managed surprisingly well during what we expected to be a bleak time. From the border closing, to building a modern PCR testing lab in remote Angola, to returning to our operation's strong performance during the "new normal," we found our way.

Our essential workers around the world all have their own stories. What they have done to ensure the future of our company truly underscores that our people remain the heart of Chevron. My deepest appreciation – we are all in this together.

A woman with short, curly, light-colored hair is sitting cross-legged on a purple yoga mat in a living room. She is wearing a grey and black patterned t-shirt and black leggings. Her eyes are closed, and her hands are resting on her chest and abdomen. In front of her is an open laptop. The background shows a beige sofa with patterned pillows, a large plant, and a window with sheer curtains.

being mindful

of mindfulness with CMC

When few could travel safely, the Chevron Mindfulness Club (CMC) transported people (not physically speaking, of course) to a world beyond their remote office through what is known as “mindfulness.” Mindfulness is defined as nonjudgmental, moment-to-moment awareness. Meditation is just the act or process of spending time in quiet thought. “The practice helps one feel alive; it positively transforms your day,” said Connie Malone a regular CMC participant.

CMC leads meditation sessions regularly

CMC is a global group that’s available to anyone interested in becoming more mindful and purposeful. As a regular, Connie comments on the positive influence mindfulness has had on her life. “In 2019, I was in a stressful environment and I really needed an outlet. I didn’t want to be in a bad space. So I began to use meditation to set the tone for my day.”

It’s had a positive impact on the people in her life, too. “When I meditate, I take that positive energy and extend it out to the world through gestures, deeds, words or even just a smile! These behaviors can be contagious.”

Check out the [CMC on Workplace](#) to access guided meditations, tips and discussions, and sign up to join on Mondays for live guided meditations.

lose to win

campaign on the leviathan production platform

by: eran melamed, RN – LPP medic

As part of a New Year’s resolution, nearly 50 employees on the Leviathan Production Platform (LPP) in Israel challenged each other to participate in a health promotion campaign following December’s holidays. The campaign, named “Lose to Win,” was a competition in which everyone came out a winner. When we started the challenge, the idea was to promote employee health. We didn’t intend for it to be a resilience tool, but, when all was said and done, the positive attitude it created helped distract people from the challenges that plagued the world at the time.

“Lose to Win” started in January so the platform crew could enjoy their holiday meals, and it came to an end in early March. It lasted a total of seven weeks.

the total weight loss from the challenge was 265 pounds – the equivalent of a whole person

What made the challenge even more difficult were culinary delights that are available to the LPP crew on a daily basis. So, from 47 people starting the challenge, 17 participants arrived at the finish line. The total weight loss was 265 pounds (115.5kg) – the equivalent of a whole person!

Each Saturday, the onboard medic updated challenge scores on a whiteboard found in the galley. Being able to follow each other’s progress added to the team’s excitement, and we laughed, cheered and celebrated each other in what became a fun competition.

As with any weight loss competition, only one person could be the biggest “loser,” with first place honors going to Yinon Kaner, who lost 15% of his body weight.

“It was a very valuable experience participating in the “Lose to Win” competition,” said Yinon.

“I received a lot of compliments from friends, colleagues and family. My physician was also pleased to see a significant improvement in my overall blood profile.



Yinon Kaner
before the challenge

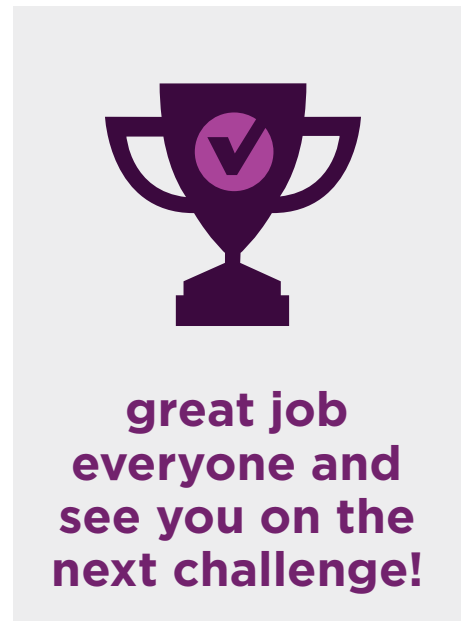


Yinon Kaner
after the challenge

“But most importantly, I feel much healthier and more energized. This competition had a positive impact on every aspect of my life. I hope I will be able to maintain my new lifestyle and stay healthy.”

while there could only be one official winner, every participant came out on top

For being the biggest “loser” of the challenge, Yinon was rewarded with an iPad®. But from a broader perspective, everyone who participated is a winner. They no doubt came away from the competition feeling proud for having followed through, energized by the various activities, pleased by their weeks of eating healthier and inspired to keep leading a healthier lifestyle.



*iPad is a federally registered trademark of Apple, Inc.

self-care becomes one of my priorities

by: **brenda pellegri – HR business partner Argentina**

For almost 10 years, I have done zero exercise.

I have two little kids, ages 6 and 4 years old. Since they were born, I have been fully dedicated to my job, so naturally, I want to spend all my leisure time with them.

I haven't always been so inactive. I worked out a lot until the age of 20. I played on a hockey team and also visited the gym during the week. Then I got distracted by my university studies and a full-time job. I lost track of sports around that time, then I got engaged. All of a sudden, I was dedicating most of my free time to my fiancé and friends.

Before the COVID-19 pandemic, because I live far from the office, I was away from home 10 hours a day. Once I got home after being gone that long, all I wanted to do was spend the rest of the day with my family instead of doing anything that would take me away from them or the house.

feeling the onset of “burn out”

At the pandemic's onset, I began working from home. Thanks to the pandemic, I was able to spend more time with my family; we could have breakfast, lunch and dinner together.

Since I was spending plenty of time with them, I didn't feel guilty when I decided to direct some of my focus on me. I joined a gym in my neighborhood that has us exercise in refreshing, open spaces. Not only am I having fun, but I'm doing something positive for my body, which I find very exciting. Since starting in April, twice a week, I've only missed one class.

setting aside “me time” each week

Not only does my exercise invigorate me, but my partner sees me happier and more energized, so it benefits the whole family. They've gotten used to the days when I exercise, and no one complains about mom not being home.



my ‘me time’ has helped me feel better, sharpen my focus and made me proud of my progress



taking care of you

priscilla lian – regional clinical coordinator, asia pacific region

During the closure of the Malaysia-Singapore border, I was given a stark reminder about the power of human connection.

The simple act of staying connected helps a person build up a great deal of resilience. This was the take home message from the experiences shared by a coworker who chose to remain in her post, away from family, during the pandemic.

It was humbling for me to know how those little conversations with our fellow colleagues stranded in Singapore – be they an in-person visit, audio or video chat – have helped to boost their resiliency a bit, too.

‘they walked away with more empowerment, with self-care strategies to develop their resiliency and keep moving forward’

Honestly, when we are socially connected, we are strengthened internally. We are never alone in this pandemic journey. Remember, our **Employee Assistance Program (EAP)** resources are readily accessible at your fingertips. We are always just a text or a phone call away.

Read the full story [here](#).

resilience and compassion

in the time of COVID-19



2020 was full of surprises that no one saw coming.

Enter COVID-19, a mystifying and highly contagious disease that ravaged populations across the world. Even people who showed no signs of illness could spread the potentially fatal infection.

As the pandemic unfolded, Chevron's Southern Africa Strategic Business Unit (SASBU) Regional Wellness Coordinator, Ana Paula Adolfo, took action. She quickly saw that people were suffering, particularly in poverty-stricken communities where resources were already low and underserved.

helping where others may look away

After visiting a local hospital, Ana Paula had no doubt there was a tremendous need to support the patients and the medical staff. Without hesitation, she and her husband agreed that they had the means and good health to help this community, and together, they decided to support hospital patients by providing them with a warm meal twice a month.

giving back becomes a family affair

Twice a month, Ana Paula's husband helps her prepare, deliver and personally serve these meals. Her son – and sometimes even her children's friends – also join in this effort. The meals are homemade and personally delivered to the hospital two times a

month for anywhere between 100–200 patients. Ingredients are purchased locally, and meals are prepared in her own kitchen. Ana Paula usually makes a soup accompanied with bread, fruit and a bottle of water. The meals are given to those patients who are admitted or waiting for a consultation. For some, it's their only meal of the day.

making a difference for others

Her outstanding efforts to help others and remain resilient during a time that presents unknowns and risks is truly inspirational. When asked what she would like readers to walk away with after hearing her story, Ana Paula said, "Don't hesitate to help because you never know the impact you're having on the life of a person. But don't help out to get something in return. Do it to just give and make a difference."

chevron has comprehensive wellness resources that can help you make healthy lifestyle choices so you can make the most of your health and well-being

Ana Paula continues to share that Chevron has great wellness resources, like the Healthy You program, and tools to educate and support all of us about health. She encourages everyone to take advantage of these resources and to share them with colleagues so we can support each other in our wellness journey.

family time

making every minute count

by mahjipnisha buveneka – supply specialist, fleet operations
chevron asia pacific shipping PTE. LTD.



In Singapore, we are heading toward our second year of working from home (WFH). While it has been a different mode of operating, I have felt more energetic as the days have passed because I have greater work-life balance. This pandemic has shown me how work can still get done while also enjoying a balanced lifestyle with family and sports.

Time that I used to spend commuting to the office, I now devote to reviewing emails in the morning and taking care of work or personal activities. In the evening, I take a break to go for my nightly swim. I enjoy the added flexibility to refresh my mind and body.

more time to bond with my family

During the day, while attending to my meetings and routine work activities, I make a point to set aside time for bonding with my one-year-old and my sweet husband. Working remotely means I witnessed my baby's first steps and first words. This is a blessing for any mom to experience. I also enjoy cooking for the family because it relaxes me and

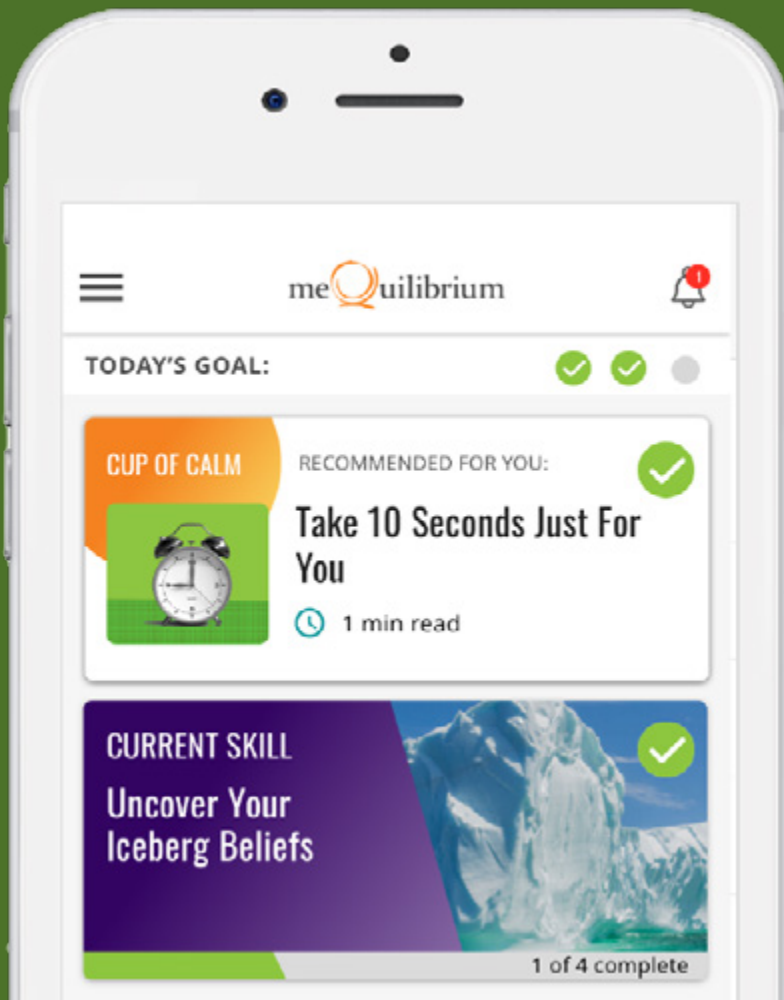
refreshes my mind before tackling the next task for work. I have become an expert of many recipes now, especially my “dum briyani” (a style of biryani from Hyderabad, India, made with basmati rice and meat cooked in the dum pukht method). My husband has even gained 15 pounds (7 kg) from all my cooking.

Like many people, I have turned to platforms like YouTube® to teach myself about many things, like how to care for my family and what to cook. Couple that with occasional online shopping and I feel I have become invincible. I purchase everything online, even fresh fish. Thank goodness for the technical advancements in Singapore.

WFH has been a blessing in disguise for new moms like me. I am confident others can find new hobbies to enjoy with their loved ones, like cooking, running, swimming and even meditation, which can help us feel more content and at ease in our homes.



meQuilibrium



Throughout the last year, it has become glaringly obvious that change is constant. That's why it's important for us to learn skills that can help us adapt and grow effectively, which contribute to developing a strong sense of resilience. Not every challenge is easy to overcome, but having the right resources and tools to help navigate trying times can make all the difference.

facing and managing adversity, challenges and changes

Collectively, we have slowly built our resilience out of necessity, even if we couldn't recognize it in the moment. Chevron defines resilience as the ability to face and manage adversity, challenges and changes. Resilient people and organizations use resources adaptively and thrive. While we may not be ready to describe the current global reality as "thriving," we realize we are stronger today than we were at the beginning of the COVID-19 pandemic.

building resilience through meQuilibrium

As we reflect and look ahead, we know there's always room for improvement, whether that's developing new skills or honing skills we already have. meQuilibrium®, or meQ®, is a stress management app designed to help you discover simple techniques to build your resilience and shift the way you respond to stressful thoughts and situations.

While we hope we won't encounter a situation like COVID-19 again, it's important to remember that the world is full of challenges that are likely to test our resilience.

being ready for life's unknowns

With personalized guidance through meQ, you can learn about your resilience personality, set personal goals and work toward them in a way that's meaningful to you. The COVID-19 pandemic may have caught us off guard, but the rest of life doesn't have to follow suit. meQ is a resource that can help us thrive, as an organization and as individuals.

meQ is available to our global employees in four languages. To learn more visit our [website](#).

*meQuilibrium and meQ are registered service marks of New Life Solution, Inc.

healthy you

resilience resources

Chevron's Healthy You program offers many tools and resources to help eligible participants reach their health goals, which can include increasing resilience and improving mental and emotional well-being.

U.S./Canada

in partnership with WebMD®

Set daily habits with goals specific to emotional health. Habits include coping with the blues, balanced living, sleeping well, social connectedness and keeping stress in check.

Listen to mental health podcasts on anxiety, change in the workplace, anger and family discussions.

View material in the wellness media library, including information about mental and emotional subjects like mental resilience, social resilience and more.

Talk to a coach. Coaching addresses all aspects of health, including resilience, sleep, exercise and stress.

select international locations

in partnership with Virgin Pulse®

Set daily habits with goals specific to reducing stress, embracing diversity and preventing COVID-19. Habits include relaxation breathing, connecting through empathy and protecting others.

Set up or commit to personal challenges that are focused on mental health.

Learn the basics with Healthy You's Whil feature to include emotional intelligence, mindfulness practice and yoga.

Start a self-guided course with Journeys. Topics include Find Your Focus, Stress Less in 10 Minutes and Self-Care During COVID-19.

Access to the Healthy You program may vary depending on your location.
To learn more about the program and eligibility requirements, visit hr2.chevron.com/healthyyou.

*WebMD is a registered trademark of WEBMD LLC.

**Virgin Pulse is a registered trademark of Virgin Enterprises Ltd.

repetitive stress injury prevention

The repetitive stress injury prevention (RSIP) process is designed to identify, prevent and resolve computer-related discomfort before it becomes a repetitive stress injury that requires medical care or results in lost work time. This page summarizes U.S. data for cases occurring from January 1, 2020, through July 31, 2021, for RSIP programs managed by corporate Health and Medical. Globally, support for those working from home in 2020–2021 was provided through similar RSIP programs.

baseline risk



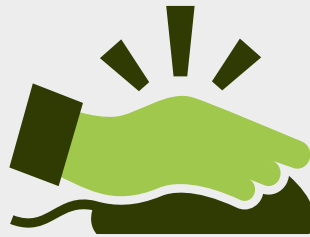
high baseline risk requires ergonomic evaluation

low	85%
moderate	7%
high	8%

participants

16,000+

total workers engaged with ergonomic support



96%

Discomfort cases resolved with ergo intervention



4%

Discomfort cases referred to workers' compensation

6,000+ workplace views



Adventures in Ergo comic strip, weekly fit breaks and other ergo tips supported WFH and in-office workers

remote services



5,383 Express evaluations

2,945 Conditioning sessions

3,997 Full evaluations

1,855 Other ergo assistance

54% of discomfort participants



Reported within one month of onset



family support

Chevron Kid's Camp and remote learning ergonomic support

discomfort ratings



average entry level discomfort on a scale of 0 to 10

3.9

employee assistance and worklife services

a powerful employee resource that can help keep you connected

If you or a family member could benefit from confidential assistance with personal, family and/or work-related concerns, the Chevron Employee Assistance and WorkLife Services resource is here to help. It supports the enterprise by providing the following:

- **Free psychological consultative services**
- **Programs that optimize mental health and well-being**
- **Advisors who can help you clarify the problem –** or define it, if you're unsure of what it is – and develop a plan to resolve it
- **Employee Assistance and WorkLife Services** dedicated **Microsoft Stream** – includes an extensive video library on a wide range of topics, from suicide awareness to separation anxiety for parents and more

services are available to chevron employees, family members and retirees worldwide



help by country

Locate advisors by country

[learn more >](#)



employee services

Review our employee services

[learn more >](#)



supervisor services

Review our supervisor services

[learn more >](#)

mindset matters

mental health factors into everyday wellness, and the Canada business unit helped spread the word

Caring for our mental health encompasses many interconnected and important facets of life. It involves attending to our well-being, balancing personal, work and family needs as well as looking ahead to the future. In 2021, the Canada Business Unit (CBU) hosted a virtual event May 25–27 to address mental health through information resources and live education sessions.

mindset matters in mental health

Personal mental health requires taking action for our overall well-being and focusing on resilience as a top-of-mind goal. It is up to each of us to explore and embrace key facets of mental health such as the importance of optimism, adaptability and perspective, as resilience-building tools.

in case you missed it

The Virtual Health Fair webpage can be conveniently accessed through the CBU Health and Medical site. The site will be active throughout 2021 and can be accessed anytime and anyplace by the CBU workforce and Chevron employees outside of CBU.

Find the full, in-depth story on the CBU Virtual Health Fair, including powerful and empowering personal stories from panel members, [here](#).

‘hearing personal stories of struggle, healing and optimism in a pandemic world inspired folks who participated (in the virtual health fair) including myself.’

— **troy geertsen**
HSER manager

‘we live in a society that sometimes stigmatizes mental health. together, that’s something we need to change, and events like this do just that.’

— **frankie smith**
well reliability & optimization (WRO)
advisor, virtual health fair resilience
panel member

mental health is empowered by learning how adaptability and optimism build resilience



calendar of events

Tuesday, May 25	Wednesday, May 26	Thursday, May 27
	10:00am to 10:20am Mind/Body Connection in Health and Wellness	
12:15pm to 1:15pm An Indigenous Perspective on Health and Wellbeing	12:00pm to 12:20pm Community Resources for Aging Adults	12:00pm to 1:00pm Looking Ahead with Resilience and Adaptability Panel
	2:00pm to 2:20pm Health and Wellness 101	

click here to return to the album and the site map

Workplace #CBUhealthfair

quick guide

start here site map

monday motivation

see how the chevron Australia business unit is giving mondays a makeover

'a few times now i have found myself in a particular frame of mind, and i would come across one of your posts/emails, like #mondaymotivation.

'it would distract me but in a positive way. by the time i've read it, i find my mindset has changed, and i am relaxed again and motivated.'

— ABU employee

Monday reminders

I can do it.

I don't have to please everyone.

I am allowed to take a break.

I am stronger than my excuses.

When in doubt, coffee.

OurMindfulLife.com

Have you ever heard of the "Schmundays?" They're those foreboding thoughts many of us get in the early part of Sunday evening. Anxiety sometimes rears its ugly head. Knots-in-the-stomach have been known to develop. Sudden headaches are not uncommon. Why all the unpleasant feelings? Because we know what's just one sleep away.

yes, that's how much people dislike mondays

Monday ushers in a host of nerve-racking unknowns. Stressful scenarios play out in our heads. Add to this a bit of sleep deprivation from the weekend and well, Monday is one big bummer.

but it doesn't have to be

ABU Wellness is creating a Monday mindset shift. Every week, they send their 1,200 followers a #mondaymotivation quote to inspire and motivate their workforce. Their goal is to encourage employees to think about the day and week ahead differently. Thought-provoking quotes are helping create a positive mindset shift. It's also injecting a little lightness, and fun never hurts to cultivate a new, positive perspective to Mondays.

So, the next time you feel the Schmundays coming on, switch off the negative thoughts. Help make your mood shift by reading a few inspirational quotes and reflections on life.



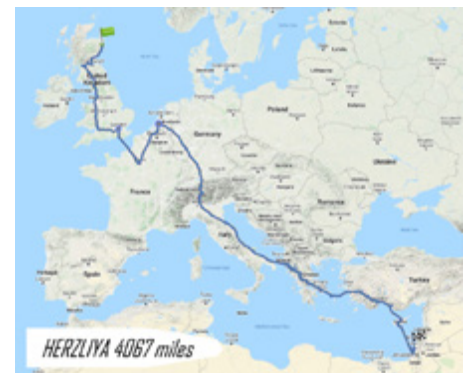
'i love these monday inspirations. i've created a folder in outlook!'

— ABU employee

this is your sunday evening reminder that you can handle anything this week throws your way

the United Kingdom's great escape

travel - adventure - it's virtually all here



**‘for me, it has
been a silver lining
moment during the
COVID-19 pandemic’**

— caroline gormley
platform and data analyst

Last year, Chevron’s London office felt a little lonely. Then, office colleagues got creative, which involved an evolution of a UK Stay Connected Team site to encourage each other to keep in touch. One of the highlights for 2020 was the UK Virtual Challenge where participants virtually traveled nearly 900 miles from one end of the country to the other.

Building on the momentum from 2020, this year’s “The Great Escape” was an even bigger and better virtual challenge for Chevron colleagues in the U.K. Get the fun facts and [read the full story here](#).

leading with resilience in Thailand



Imagine you're part of a large group of people climbing a mountain. There are obstacles everywhere – big rocks that represent COVID-19 and an overall sense of uncertainty that stands for major organizational transition. Some people come to a halt or struggle to climb, while others continue on to the mountain top. Resilience makes all the difference.

throughout the last year, the Thailand workforce gave their all to support each other

Since 2020, colleagues have encouraged each other to nurture their physical and mental health through self-care. This could include taking part in relaxing hobbies, planning future career progression or discovering other self-care strategies by way of engaging sessions and activities through:

- **Embracing My Next Chapter:** a virtual mental health talk forum to help the workforce cope with uncertainty and change
- **CARE+ Program:** a cross-functional and comprehensive support group for everyone in areas of Care – Achievement – Total Rewards – Environment@work, including a series of engaging activities in push-your-heart-up theme
- **Happy Hobbiness:** a Thailand workforce community to share people's hobbies with in-market capacity, including offshore locations where happy moments are filled with flavorful food, colleagues, friends and live music



championing and cheering each other on

Thailand employees have responded enthusiastically to all of these activities, which were implemented to help them decompress and relax in the time of COVID-19. These activities have helped bolster their resiliency and lighten their load when it comes to stress associated with unforeseen challenges during an already challenging time. Many are captivated by learning new things and practicing new skills, with an eye toward setting personal goals and seeing a brighter outlook about what the future may hold. This is helping the workforce lean in to change with optimism, all the while doing their best to champion and cheer on each other.

discovering the strength of peer-to-peer support

The entire Chevron workforce is experiencing challenges, disruption and strain in just about every area of our lives during the ongoing COVID-19 pandemic. Chevron employees in the Philippines are no exception. Most of the workforce have felt distracted with the changes in their work and personal lives. Fortunately, the best kind of help arrived in the form of a peer-to-peer support program that encourages friends and colleagues to assist one another during an especially stressful time.

sustaining resilience at work

In most cases, Filipinos find it uncomfortable to talk about their mental and emotional needs or concerns to other people. But they are more open to chatting with a trusted colleague or friend. This is where the Philippines Health and Medical team saw the opportunity for the StRaW (Sustaining Resilience at Work) program to leverage on existing social connections. StRaW also assists individuals in accessing mental health resources by referring them to medical professionals or specialists.

The senior management team, with Joan Tenosa's (HRSS Manila Operations Manager) guidance, welcomed the StRaW program with open arms to help the workforce manage their mental health amid changes and uncertainty. The program enables Chevron employees and their loved ones to get the support they need. And it helps all of us collectively to become a more resilient, stronger company.

our Thailand workforce reaps the benefits of the program as well

Thailand (in collaboration with Settapat Center, HR, Health and Medical and AsiaPac) adopted the StRaW program and successfully rolled it out across our upstream and downstream organization in January 2021.

what is StRaW?

"A peer-to-peer support system of giving and receiving help founded on key principles of respect, shared responsibility, and mutual agreement of what is helpful," says Nayasit Chaiyamat – StRaW program manager, Settapat Center, CTEP

At Settapat, one of Chevron's leading training centers in Operational Excellence/Health, Safety, Environment and Emergency Response in Asia and the Pacific, a selected nine individuals from various parts of our Thailand business completed StRaW peer support training (aka Boot Camp). They started their peer-to-peer-support mission after the D-Day rollouts. This timing was to ensure that no one felt alone on this challenging journey.

Actions speak louder than words: Our StRaW practitioners support a couple dozen peers, making sure they can go through demanding, stressful times and come out stronger.

a support system that continues to work

As both our Philippines and Thailand workforce have discovered, the power of peer-to-peer support provided through the StRaW program has been a boon to mental and emotional health. No matter where we reside around the world, we're far more alike than we are different. We all need human connection and support. Chevron is proud of how our StRaW program continues to assist individuals who are experiencing struggle, loneliness and all manner of adversity. Thanks to this peer-to-peer support system, we've been able to breathe easier and even thrive during exceptionally challenging times.



StRaW Sea-Survival training, Settapat Center

'i think one of the best feelings in the world is to know that we have someone to turn to when we are down. StRaW program helps make that available to you.'

— artit krichphiphat
GM business support,
CTEP & StRaW management sponsor

#adapting

to bring COVID-19 vaccines to the workforce

Key components of resilience are: taking care of yourself; engaging in active problem solving; and maintaining a positive outlook, social connections, and a sense of meaning and purpose. Our Houston and San Ramon Clinic staff supported many of these components in their efforts to provide COVID-19 vaccines to the workforce, their dependents and the community. As occupational health care providers and clinical staff, our goal and purpose are to promote and protect the health and wellness of our workforce. So as COVID-19 vaccines became available in the start of 2021, our team knew we needed to do our part in the pandemic response by providing access to and promotion of the vaccines across our workforce.

triumph in two cities

“After rigorous planning, in April 2021, our Houston and San Ramon clinic teams were successful in implementing COVID-19 vaccine events in their respective cities,” stated Shama Anwar, Physician’s Assistant at the Houston clinic. The Houston clinic was able to obtain 800 doses of Moderna and 50 doses of the Johnson & Johnson COVID-19 vaccine to vaccinate employees, contractors and their families beginning with events in April and continuing through October 2021.



perseverance and success in texas

For the Houston events, the clinic team faced many challenges, including meeting the strict county and federal eligibility criteria for becoming a COVID-19 vaccine provider and preparing to distribute the vaccine onsite:

- Accessing vaccines that were available in very limited supply
- Sourcing personal protective equipment, clinical supplies and equipment for vaccine temperature maintenance
- Implementing staff and clinical competency training
- Developing processes to ensure a smooth and safe vaccine event

‘concurrently, our san ramon clinic staff and other business units provided support to the contra costa county health department vaccine event in concord, california. our support helped administer 38,000 vaccines in the community. both the houston and san ramon events were perfect examples of how collaboration across the organization – working towards a shared meaning and purpose – can be accomplished.’

— jenn susbilla-douglas

occupational health nurse, san ramon clinic

support in san ramon

Meanwhile, our San Ramon clinic staff faced multiple obstacles in getting access to the vaccine, but in the end, Chevron San Ramon was able to provide support to the Contra Costa County health department vaccine event. “Our close relationships with both local health departments in Houston and San Ramon helped to facilitate our response capabilities to support both our workforce and the community,” reports Julie Gillespie, San Ramon Clinic Supervisor. “This was a massive effort that relied on One Team collaboration with multiple business units both internally and externally to Chevron, active problem solving, perseverance, and staying positive in the face of challenges.”

remaining resourceful and adaptable in a time of uncertainty

As the pandemic continues to provide new challenges and changes to the scope of clinic services daily, the team has learned to function as One Team and continues to work on building their personal and team resilience. The vaccine events in April/May relied on the participation of multiple **groups**, both internal and external to Health and Medical. None of these would have been successful without the One Team effort to help one another and stay committed to our purpose. Now that our focus has shifted to preparing for a safe return to the workplace, our team remains optimistic for the future, each other and for other teams across the organization, while continuing to remain agile.

Learn more about resilience and overcoming challenges by searching for “#adapting” on [Workplace](#).

our cup of T (tranquility) series

staying connected with colleagues
during the COVID-19 pandemic

Before the pandemic, it was easy to connect with colleagues in the workplace. Talking to a friend or close peer can boost our mood and may reenergize us for the rest of the workday, which can in turn support our mental well-being and productivity. It could even help reduce stress and anxiety. To help colleagues feel more connected, the Philippines Health and Medical Team, in partnership with the Manila Peer Health Educators (PHEs), created the “Our Cup of T” (Tranquility) series.

exploring issues that matter most

The series features quarterly conversations in a virtual social support group setting with friends, colleagues, leaders and experts. The group explores issues that matter most and provides a safe space for participants to stay connected, share stories, learn from one another and unwind.

The first “Our Cup of T” support group, titled “Healthy Relationships,” received an overwhelming response with nearly 150 colleagues participating. Two PHEs, who volunteer to provide and lead health promotion activities for their peers, served as members of a resource panel and shared their experiences and tips they use to overcome relationship challenges.

how to build healthy relationships

Guia Franco, associate talent acquisition specialist, is a PHE who participated in the session where she shared the personal belief that a healthy relationship comprises the following three crucial ingredients:

- Personal boundaries
- Trust and respect
- Robust communication

When each of these elements is present, meaningful connections can be made between families, friends and colleagues.



Guia went on to talk about what she learned about making connections during the pandemic, which presented extraordinary challenges to the way we go about our day-to-day lives. One piece of excellent advice? Harnessing technology to keep in touch with family, friends, colleagues and loved ones can do a world of good for everybody involved.

a platform to stay connected within chevron

It will take some time for life to return to a pre-pandemic world. Play dates, coffee breaks, family reunions and other social gatherings may be pushed back, but the pandemic taught us the importance of staying connected with each other. Physical distance does not have to mean social isolation. A platform like the “Our Cup of T” series is a great way to support each other’s mental health and resilience, which is more important now than ever before. It is an ideal platform to stay connected within Chevron.



‘healthy workers are safer, they’re more productive and they’re able to contribute at their very best.

‘during these difficult times, it’s especially important to engage in healthy habits ... your health is vital to our shared success. i appreciate everything you are doing to make good health a top priority.’

— al williams
vice president, corporate affairs



‘leaders need to provide safe space for employees to work through change and stress, and one of the best ways to do that is to role model self-care behaviors.’

— dave payne

vice president, health, safety and environment

‘our health is the most important asset. listen to your body and take your time off to reenergize. make sure you have a support group, whether they are your family, colleagues or friends, whom you feel comfortable to share your feelings with.’

— annie chi

digital manager, Australia business unit



‘sustainability is not limited to only energy or our environment, but it applies to people and teams as well. by encouraging my team to grow and evolve their capabilities with a focus on adaptability and resilience, we have developed and fostered sustainability in our team, which is essential for our well-being.’

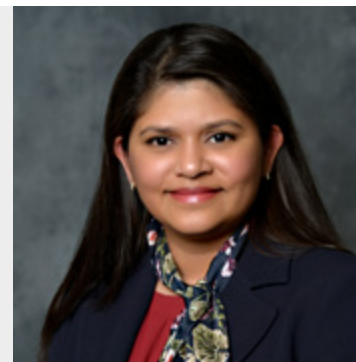
— rocky east

offshore installation manager, Leviathan

‘how I react matters, so I make a deliberate effort to think and act positively, transmit calm, listen to my team and help put their concerns into perspective.’

— vedma rupnarain

OE/HSE manager, Latin America business unit





Chevron Health and Medical

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