

health matters

caring for our people and communities



2022

the
human Chevron energy
company™



healthy to heart surgery



healthful habits to last a lifetime



partnering to bring an end to malaria



one team wellness in latin america

in this issue

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a message from **huma abbasi**

Throughout the last year, Health & Medical has continued to grow a culture of health within Chevron, addressing factors that maximize health and well-being. People are the engine of our company and our united efforts to solve energy's most complex challenges enable human progress around the world. Bringing our best self to work so we can contribute to this effort requires us to make our health, well-being and safety a top priority.

This year's edition of Health Matters explores how Chevron supports the health and care of our workforce. From health coaches, ergonomic workstations and immunization campaigns to well-being-focused workplaces and community health and wellness programs – we have tried to reflect a variety of approaches to help you keep your well-being top of mind.

The stories you will find from individuals and groups in this issue can inspire you to make healthy lifestyle choices, ask for help when you need it and inform you about the outstanding resources available through our programs.

We are grateful that you are here with us to learn more about health across the enterprise. Chevron's commitment to health, well-being and safety is part of our competitive advantage, helping us safely power the world forward.



healthy to heart surgery

When we feel good, it can be easy to ignore the signs our body sends when it's trying to tell us something isn't quite right. Small indicators are often dismissed as nothing more than a sore or an ache that we don't give much more thought, when in fact they are often signs that a bigger problem is quietly brewing.

Megan Wall, a category specialist, Strategic Procurement & Contracts, from Chevron Australia Pty Ltd., felt like she was on top of the world. She reached a milestone age and felt great, mentally and physically, only to get knocked down by heart surgery. Here's Megan's story, as told in her own words.

It all started in early 2020, when I was having trouble with deep breathing. It got to the point where even a normal walk caused me to nearly blackout, but I wasn't unfit, so I wrote it off as nothing – as far as I knew, there was no reason to be alarmed. Finally, after my daughter kept nagging me about the issue, I went to see a family doctor.

1 in 500
people are prone
to getting HOCM

HCOM is hyper obstructive cardiomyopathy, a disease where the heart muscle becomes thickened.



learn more at
[septal myectomy for hypertrophic cardiomyopathy – sydney heart and lung](#)

An electrocardiogram and stress test didn't show any cause for concern and the doctor sent me back home with instructions to take aspirin daily and to make sure I kept my body hydrated with lots of water.

Near the end of 2020, I turned 50 and felt fitter and healthier than I had been in a long time. Right up until April 2021.

That's when I experienced another episode of difficult breathing, only this time it didn't go away. The next day, my doctor referred me to a cardiologist for full blood tests and an echocardiogram. The diagnosis? Hyper obstructive cardiomyopathy (HOCM). It's commonly genetic, but mine appeared not to be and thankfully, my family, including my daughter, have all been tested and given the all-clear.

One in 500 people are prone to getting HOCM. If you get it, it's something you'll have the rest of your life as it's treatable but not curable. Over time, the condition causes the heart wall to thicken, which forces the heart to work harder to pump blood and oxygenate the body.

If you're lucky, like me, you notice a change in your breathing. My heart's septum wall was 2 cm thick (0.79 inches), whereas a normal heart is 0.37 (0.15 inches). HOCM can greatly increase the risk of sudden cardiac arrest, primarily because those it kills haven't been diagnosed with HOCM to know they have it.

Tests showed that I had the cardiovascular health of someone 10 years younger and was an excellent candidate for surgery. The doctor prescribed varying doses of beta blockers to slow my heart rate and reduce my risks. I could tolerate the dose, but it didn't make enough of a difference, and surgery was scheduled. The full open-heart kind. Surgeons cut away the thickened part of my heart and now I sport a large scar. That was late February 2022, and recovery took longer than expected. I'm a little way off from full speed, but I'll get there. I'm now feeling pretty good and luckily love gentle walks by the beach.

I don't think I was prepared for the physical, mental and emotional toll of an experience like this. It's traumatizing, and I'm still processing what's happened to me and support resources available to me through Chevron have helped. I made full use of the employee assistance and worklife services (EAP-WL), and I'm so thankful to the Australia business unit Health & Medical team. They've been an incredible support, particularly Haani Beswick, who has listened to me laugh, rant and cry over the last few months.

I had no idea that Chevron would provide the level of support it has. We're so lucky to have these resources, the wonderful humans and their care. I also want to say thanks to my amazing teammates for regularly checking in to see how I'm doing, visiting with food and hugs, running errands and taking me out for coffee.

the biggest lesson I've learned in all of this

You need to listen to those small warning signs when your body sends them. If something doesn't feel right, get it checked out. It may be nothing at all or it may just be the decision that saves your life.

working toward a healthy you

Healthy You is the umbrella for Chevron's global wellness program, which empowers employees to take control of their health and well-being by learning how personal choices for things like diet, exercise, tobacco and work/life balance influence health. The program is available in 19 countries and administered by WebMD® in the U.S. and Canada and Virgin Pulse in all other participating Chevron locations.



19
countries

5
languages

health coaching in the U.S. and Canada

In the U.S. and Canada, eligible employees have access to expertly trained WebMD health coaches who can work with participants to tackle any number of areas that affect total well-being – from stress management and exercise to tobacco cessation and nutrition.

In fact, data shows that Chevron employees who work with a WebMD health coach reduce their health risks (a 9% improvement in “at risk” prevalence in 2021, i.e., elevated risk was reduced*), become more engaged in their health and show improvement in chronic health conditions.

here's what employees have to say about WebMD healthy you

“I'm grateful that I have access to a confidential resource like this one. It's comforting to know that I can always talk to an expert in a safe space as I work toward my personal goals. I can't thank my health coach enough for inspiring me to make lasting change.”

“I have steadily lost weight during the last few months by working with a health coach. Their expertise is insightful and following their recommendations has really helped me stay focused on what I want to achieve through my wellness journey. They're the best!”

*Data is from employees who complete the survey in multiple years



global healthy habit challenges

All over the world, Healthy You, in partnership with Virgin Pulse, inspires spirited competition through monthly healthy habit challenges that help the workforce focus on behaviors in their control, like physical activity, mental health, nutrition and more.

On top of the personal benefits for improved health, participants can earn awards when they reach certain milestones and achievements along their well-being journey. In the Philippines, for example, local leaders champion good health to help drive engagement.

In fact, in May of 2022, there were more participants in the Philippines participating in a corporate activity challenge than in any other Healthy You location – and they logged 46,000,000 steps in the process (that’s almost enough steps to walk around the world one full time).

locations and eligibility

Learn more about participating Healthy You locations, program offerings and eligibility rules by visiting hr2.chevron.com/healthyyou

109
teams

487
participants





healthful habits

to last a lifetime

If you asked a group of people what wellness is to them, you would undoubtedly get a different answer from one person to the next. What we perceive wellness to be is often influenced by a host of different factors, from lifestyles and our job to individual goals or even personal beliefs.

No matter your definition, wellness (and well-being) is a lifelong journey that's sure to have peaks and valleys along the way. What's important is committing to stay the course. Take the journey of Josetta Jones, chief diversity and inclusion officer (DIO), as one example.

Not long after Josetta started her first job out of college, she noticed how certain choices started to impact her health. Lunches with colleagues and frequent indulgences of Tex-Mex, barbecue and fast food added up quickly. Clothes began to fit differently as she readied for law school, but she was in no position to spend money on a new wardrobe to account for her weight gain.

That's when Josetta made a conscious decision to change her lifestyle. She started by taking inventory of habits and committed to adding moderation into her daily life. Then, she made a point to exercise a couple of times a week (often using it to relieve stress) and focus on portion control when she ate meals. In time, these habits became second nature as she worked to shed the weight she had gained (and then keep it off).

After joining Chevron, Josetta became a frequent user of Chevron's onsite fitness center. She typically exercised up to four times a week, but as is all too common, life's many demands competed for her time. In January 2020, Josetta saw a photo of herself and realized she wasn't happy with fluctuations in her weight and wasn't feeling at her best – she knew it was time to recommit to her well-being.

To hold herself accountable, Josetta downloaded a mobile app that helped her become more mindful of nutrition and movement again.

Then, the COVID-19 pandemic hit, and she had to pivot, finding new and creative ways to stay fit at home so that her momentum didn't get derailed. In place of fitness center visits, Josetta started going for frequent walks that got her moving about outside (being outdoors can have health benefits of its own) and she worked out with her personal trainer virtually.

Josetta also got back to the basics of portion control. That's not to say she denies herself when she has a craving, but she recognizes the importance of treating herself in moderation (like eating half a meal's serving and skipping the dinner roll so she can have dessert).

In addition, Josetta recognizes the importance of mental health and how it supports her well-being. That's why she's intentional about adding breaks throughout the day and encourages her team to do the same. Finding healthful balance is no easy feat, but purposeful well-being can enable us to bring our whole selves to work each day, reduce stress and help health flourish.



Chevron Employee Networks and work groups have been focused on well-being and its role in building social connections to create a more inclusive workplace. We asked Josetta to share her thoughts about the link between well-being and diversity and inclusion and why it's important:

“A diverse and inclusive workplace fosters a sense of belonging, purpose and safety, each of which directly contributes to a person’s state of well-being. There’s commonality in well-being in the sense that it’s something we all need no matter the dimension of diversity we identify with. It enables us to feel more comfortable and can ultimately contribute to our mental and physical health and happiness. Well-being supports us in bringing our whole self to work.”

mental health matters

Employee Assistance and Worklife Services (EAP-WL) provides free confidential psychological services and support that can help you (or your family members) resolve personal, family and emotional concerns.



Angie Tew didn't know where to begin as she tried navigating challenges at home, the loss of a child, handling her son's depression and addiction and the invisibility of her own mental illness. She made the choice to contact Employee Assistance and WorkLife Services, who connected her with counselors and resources that supported her in taking the necessary steps to care for herself and overcome the trauma she experienced. [Watch Angie's story.](#)

find out more about EAP

call EAP-WL any time

1-800-860-8205 (toll-free) or 1-925-842-3333 (direct)

check us out on stream

[browse our library of videos and personal stories](#)

learn about our services

visit <https://hr.chevron.com/health-wellness/eap/default.aspx>

Employees may also access mental health or substance use disorder benefits through the medical plans available to them.

partnering to bring an end to malaria

(and protect community health)

In late 2021, the World Health Organization (WHO) approved the first-ever malaria vaccine for children in Africa, a region where the disease's constant presence poses a very real threat to public health.

The endorsement for this first-of-its-kind vaccine marked a major milestone in the quest to bring an end to malaria, which WHO estimates killed 627,000 people worldwide in 2020, the majority of which (roughly 80%) were children under the age of five in Africa.

Those are sobering statistics when you consider malaria can be prevented and that it's curable when diagnosed in its earliest stages and treated quickly.

One of the biggest barriers to prevention and detection can be access to reliable and consistent health care. Chevron is working to tackle that challenge for communities in Nigeria through a new grant that has been awarded to PATH, a global organization focused on health equity and one of our corporate partners. As part of the grant, PATH is working with the Nigeria Ministry of Health to develop a roadmap that will guide when, where and how the new malaria vaccine will be rolled out in Nigeria to the highest risk populations.



Akhigbemen Edoisewe, performance engineer and peer health educator, shares information about malaria with the Nigeria Mid-Africa Wells team.

WHO estimates
627,000

people killed killed by malaria worldwide in 2020

the majority of which
(roughly 80%)

were children under the age of 5 in africa





bed nets and curtain hand outs

There's still a lot of work to do to bring an end to malaria, but this grant aims to help ensure young people with the greatest need, to have access to readily available health care resources when and where they're needed. Working with community partners, like PATH, we can make our communities healthier and safer places for everyone to live and work.

recognizing world malaria day

Each year, Chevron recognizes World Malaria Day on April 25 to increase awareness of this threat to health and well-being in regions where it remains prevalent today. There are many ways our network of Peer Health Educators – employees who volunteer their time to provide informal or organized health-related education and activities with their peers – supports these events around the world.

malaria was spotlighted in the southern africa strategic business unit (SASBU) by:

3,000
people

More than 3,000 people, including employees and family members, visited local Chevron medical clinics for malaria consultation and education.

1,400
bed nets

Nearly 1,400 bed nets and almost 1,800 insecticide-treated curtains were distributed to local residents, as both are proven to be protective barriers that prevent malaria infection.

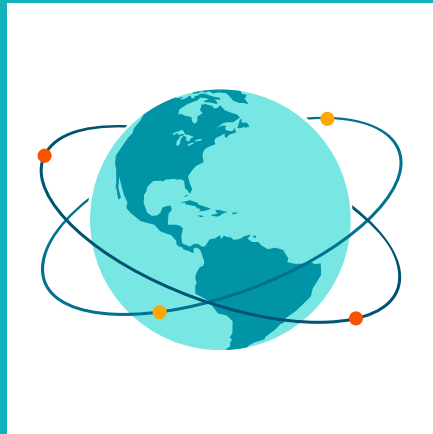
vocal
awareness

Leaders remain vocal advocates for malaria awareness, like Managing Director Billy Lacobie, who participated in virtual events to express support of prevention, detection and treatment.

in the Nigeria mid-africa (NMA) business unit, malaria was spotlighted through:

- Virtual events to help raise awareness and increase visibility.
- OE moments to educate work groups about malaria and mosquito-borne illnesses.
- Webinars organized by Peer Health Educators for their colleagues involving trusted health experts, like Dr. Igwe Ukandu, an endocrinology consultant at Chevron Hospital Gbagada. Dr. Ukandu touched on many topics, including new and emerging malaria vaccines and the future outlook for malaria prevention to highlight how innovation can reduce the prevalence of illness and save lives. With their activities, the Peer Health Educators are able to positively impact the health of their communities.





partnership: a safeguard for health across the globe

Partnership is a core Chevron value. It shapes everything we do, and strongly informs our collaborative approach to health. Experience has taught us that our success goes hand in hand with that of the communities where we do business, and we greatly value partnerships to deploy resources to fight diseases and improve lives. Partnerships enable a [culture of health](#) and have been highlighted within the [Sustainable Development Goals](#) as a means of strengthening the progress of global health and prosperity.

Through partnerships with governments, we gained access to COVID-19 vaccines to prevent serious illness and hospitalization, and to enable business continuity. Here are the highlights of 10 of our partnerships to show how many supported safeguards during the pandemic and continue to target critical health issues.

98%

SASBU's COVID-19 vaccination campaign got shots in the arms of more than 98% of their workforce.

Angola



The houston clinic provided more than 400 vaccines to Houston area workers and eligible family members, in partnership with houston health.

texas

Our grant to the Southeast Asia One Health University Network (SEAHOUN) is building capacity in 95 universities in eight countries, and providing community engagement training to combat infectious diseases. One Health is an approach that encourages multidisciplinary collaboration to attain optimal health for people, animals and the environment.

[learn more here](#)

Southeast Asia (SEAHOUN)

95 universities 8 countries



In addition to administering COVID-19 vaccines, chevron collaborated with PRC (a community assistance organization) to expand HIV prevention services among marginalized populations in the San Francisco area.

california (PRC)

We are partnering with PATH in **deploying a malaria vaccine** implementation rollout in Nigeria.

[learn more here](#)

Nigeria (PATH)

65,800

more than 65,800 in TCO received the COVID-19 vaccine through partnerships with chevron.

Kazakhstan



We partner with the American Heart Association (AHA) across the U.S. to promote healthy lifestyle education, disease prevention efforts and risk reduction strategies. [Read more here.](#)

US (AHA)

We have supported and leveraged expertise from Americares for decades for their disaster, emergency response health and humanitarian efforts in many countries we operate.

global: Venezuela, Colombia, Bangladesh, Philippines, Nigeria and United States

We are engaged, as inaugural and board members, with a cross section of leaders from academia, technology, biotech and non-profits to address some of the most challenging national and global health disparities and issues.

bay area global health alliance

We are advocating for a culture of health that acknowledges the role of healthy communities in supporting healthy workers and healthy businesses. Through partnerships, we provide resources to support the health of our workers and the communities where we operate.



hybrid ready: returning with resilience

After 26 months working from home, Chevron Philippines adopted a hybrid return-to-office program that permitted employees to split where they worked from each week: two days in the office and three days remotely from home.

a warm welcome back

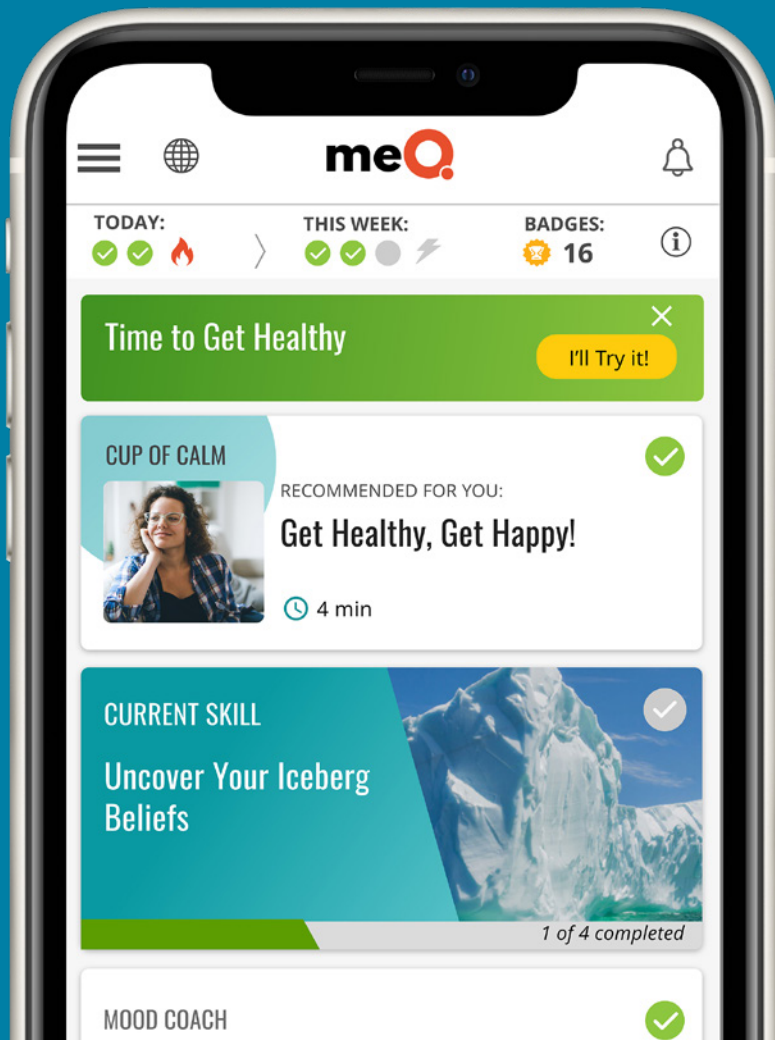
The first week celebrated resilience and adaptability, aptly named in Filipino **“Maligayang Pagbabalik!”**, which in English translates to **“Welcome back!”**. The first week back to work highlighted a focus on health and safety with strong support from local leaders, CEMREC and Health & Medical.

caution meets collaboration

A key to our success is collaboration and a physical office that fosters that spirit. This concept was included in the 2019 office renovations. However, the COVID-19 protocols were often in conflict with the plans for collaboration spaces, and we had to strike a balance. CEMREC facilitated office changes to help reduce the risk of viral transmission.

return to work program

As in many locations, there was hesitation in some, rooted in fear and anxiety, about returning to the office. The Health & Medical team identified these barriers and worked with Human Dynamic, part of Manila Shared Service Center’s employee assistance program to address the concerns of the workforce. Through educational webinars and peer discussion groups the workforce was able to address their physical, psychological and social barriers to more confidently manage and overcome challenges to returning to the office. We have seen our colleagues successfully reengage with each other in the hybrid environment as they return with resilience.



meQ

grow your skills:
**manage
and reduce
stress**

meQ® is a mobile app that can help users discover simple techniques to reduce stress and build resilience. Try it and see how you can shift your response to stressful thoughts and situations.

Chevron has expanded meQ, available in 14 languages, to be available to all employees globally, their spouses and adult dependents (age 18+).

**“in stressful times it can
be really easy to get
bogged down by negativity,
fear etc., and this is exactly
when i need strong
resilience skills”**

Build stronger resilience to life's everyday challenges with a simple way to clear your mind.



To learn more visit our [website](#).

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one team wellness in latin america



The Latin America Wellness Network (LAWN) is a community of Chevron's health, safety, and well-being stakeholders across Latin America. LAWN was launched in 2015 to help foster cross-business unit (BU) collaboration and support of the Healthy You program, especially in locations without an established health or well-being contact. Today, LAWN has representatives from four BUs, spanning nine countries from North, Central and South America. Members come from HR, HSE, Health & Medical and Employee Network Groups. Cumulatively, LAWN members provide resources that support the health and well-being of 2,000 full-time employees.

At its onset, the primary focus of LAWN was centered around support for wellness programs, which at the time was only available in LABU (Latin America business unit: Brazil, Colombia, Argentina, Venezuela, and Trinidad and Tobago). By 2020, the Healthy You program had been successfully implemented across all Latin American countries where Chevron operates (Mexico, El Salvador, Guatemala, Honduras, Panama, Colombia, Argentina, Venezuela and Brazil).

Over the past few years, LAWN has evolved into an educational and social platform that facilitates best practice sharing and learning from internal SMEs (employee experience, fitness centers, EAP, etc.) The pandemic provided an opportunity to leverage LAWN and its channels for additional support. As an example, Tatiana Maria Vélez Mejía, occupational health Nurse in Colombia, started with the company in 2020, with little to no onboarding amid a pandemic. Because of LAWN, she could reach out to colleagues across Central America who willingly supported her and brought her up to speed, allowing her to be successful during an otherwise hectic time.

supporting
2,000
full-time
employees'
health and
well-being



[click here](#) to learn more about how clinicians in latin america are impacting the health and wellness of their local communities



Additional LAWN successes include an almost 2.5 times improved accessibility to corporate programming and the establishment of new local network chapters in five countries. In Venezuela, the local Health and Safety Committee is working with the Colombia Health and Safety Committee for the first time. Physicians from across BUs, who before 2020 had never met, are now leveraging health topics, speakers and additional resources to bolster their local health programming.

“The pandemic enhanced the teamwork, camaraderie and the idea that business continuity was only possible with the effort from all. This was reflected in how the workforce understood the necessary preventive measures and that returning home healthy was the responsibility of everyone.

The pandemic affected us all, and we were able to work together to guarantee operational continuity. As part of the Chevron medical team, I am pleased with the commitment from our leaders and our entire workforce to ensure that safeguards were followed. The one-team approach helped Chevron Argentina achieve no COVID-19 fatalities or hospitalization and a low number of work-related cases.”

Rosana Diaz, MD, Argentina Medical Coordinator

improved accessibility to corporate programming like healthy you by almost **2.5 times**



El trapial challenge in Argentina



an ergonomic well-being remodel

Depending on the job we have, some of us may spend a good chunk of our workday using a workstation computer. That makes protecting ourselves from computer-related strain and pain – with ergonomically sound body posture and stretches – all the more important so that we’re able to maintain good musculoskeletal health.

Fortunately, that’s where the Chevron ERGO Team can help. This specially trained team’s purpose is to help Chevron employees identify, prevent and resolve ergonomic-related discomfort before it develops into a repetitive stress injury (RSI) that needs medical care or causes time away from work.

Preventing RSIs is just what the ERGO Team set out to do when they were asked to consult on a recent remodel of the Houston onsite medical clinic. Health care settings can present many opportunities for ergonomic stressors to turn into RSIs, particularly if the workspace is poorly designed. Clinic staff wanted to make sure that didn’t become their experience by finding an ergo-friendly workstation they could use during patient visits.

Although workspace design isn’t normally a task the ERGO Team is asked to consult on, Ergonomic Specialist Dinu Chacko was up for it after learning about the ergo challenges clinic staff were trying to solve. Dinu quickly got to work researching and

evaluating all of the possible options that would safely meet the day-to-day needs of onsite staff while being mindful of the clinic’s limited space.

Once the ideal workstation solution was chosen, Stephanie Estala, clinic team lead, along with Melisa Miles, clinic nurse, and Johana Zelaya and Chrissy Weltzbarker, administrative support staff, teamed up with Dinu and the ERGO Team to obtain the equipment and install it. Dinu showed the team how to properly adjust each workstation to accommodate sitting or standing for different people throughout the workday to preserve ergonomic safety and benefits of all users.

We commend Dinu for his ability to bring ergonomics to the forefront in a unique work environment, and the Houston Medical Clinic staff for their determination in adapting the workplace to be ergonomically sound in ways that increase efficiency and reduce discomfort.

Are you in need of an ergo assessment? Email AskErgo@chevron.com or check us out on SharePoint.

future is now workforce well-being

employees explore new frontiers in workplace well-being

As part of our Future is Now speaker series, Chevron welcomed Jen Fisher, the U.S. Chief Well-Being Officer at Deloitte, to talk about how companies are reimagining and redesigning work in ways that put employee well-being first. Optimizing health and well-being should be core to any company's culture but putting ideas to real-world application requires a holistic strategy that accounts for the worker, the workplace and the work environment. Done right, this powerful combination can create (or enhance) a workplace where employees are invigorated to thrive and perform at their best.

All across Chevron, colleagues have their own personal stories that highlight the many ways we put principles into practice to redesign (and prioritize) work for well-being.



navigating motherhood offshore

Nursing mothers share a special bond with their babies. But what does a working (and nursing) mom do when she needs to go on a two-week rotation offshore for her job? She leverages the lactation support resources that are available to her through Chevron so she can continue her breastfeeding journey.

[Watch Sue Barth's story >](#)



designing well-being from the inside

How do you promote well-being in an 24/7 operations control center? If you're Chevron Pipeline and Power, you build a well-being conscious workspace that makes it easy for employees to be physically active and designate spaces where employees can rest in order to manage fatigue.

[Get the scoop from Carrie Grant >](#)



collaborating across time zones

As a global company, we sometimes find ourselves collaborating with colleagues from all over the world. Working across countries and continents means different time zones and crack-of-dawn meetings for some or late-night evenings for others. The good news? It's possible to find a healthful balance.

[Hear how Tanesh Naidoo does it >](#)



putting heart health in focus

What happens when leaders see an uptick in health-related incidents? They take action to instill an even stronger culture of health, like the Gulf of Mexico business unit did after a series of medevacs for cardiovascular incidents. They rolled out a new initiative to focus on nutrition and fitness that deepened well-being in the workplace.

[Listen to Jacob Gros tell the story >](#)



building (or strengthening) relationships

By now, we all know it can be hard to build or maintain relationships during a lockdown, but it doesn't have to be. Just ask Chevron team leads at the Gorgon Project in Australia who routinely checked in on one another as well as their teams. They also made a point to ensure new team members were warmly welcomed and socially connected with their peers.

[See what Arnie Chaiyavet has to say about it >](#)



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