

The Chevron Group

Sustainability Report 2020



Introduction

2020 Highlights

Our response to COVID-19

About the Chevron Group

Looking after our people

Reducing our environmental impact

Responsible and resilient business

ESG data table & GRI index

A word from our CEO



Tim Cockayne
Chief Executive Officer

2020 has been an unprecedented year for the Chevron Group and certainly one of the most challenging and uncertain periods the UK has faced this century. No one could have predicted the impact the COVID-19 pandemic would have on our professional and personal lives, yet it has also provided an opportunity to question why we do things the way we do.

Our business continuity plan, processes and procedures have been stress-tested to the core and there are many lessons we have learnt over the last 12 months that will be reincorporated into how we operate as a business in the longer term. If we are to continue to adapt and respond to the many challenges that we will inevitably face over the coming decades, such as climate change, we must ensure that **we maintain our ability to respond quickly and effectively** to change, and to never return to 'business as usual'.

Thanks to our classification as key workers, along with the dedication and support of our employees, the Chevron Group has been able to remain operational throughout 2020, ultimately achieving a **record financial turnover of £127m.**

We also reached a milestone of over 10 million hours worked without a RIDDOR reportable incident. This is a testament to our dedicated workforce, who live and breathe our core value 'Safety is Our Business'. Our people are our most important asset, and I am proud of each and every one and value their important contribution to the business.

The pandemic did not hinder the continued expansion of the Chevron Group. In September 2020 Class One Traffic Management, based in Bonnybridge, Scotland, was acquired, further expanding our capacity to deliver our safety-critical enabling service in the north of the UK.

We look towards 2021 as **a company that continues to grow, improve and innovate**, and I am excited and optimistic to see what the next year holds for the Chevron Group.

Introduction

2020 Highlights

Our response
to COVID-19

About the
Chevron Group

Looking after
our people

Reducing our
environmental
impact

Responsible and
resilient business

ESG data table
& GRI index

2020 Highlights

2020 Highlights

Introduction

2020 Highlights

Our response
to COVID-19

About the
Chevron Group

Looking after
our people

Reducing our
environmental
impact

Responsible and
resilient business

ESG data table
& GRI index

Despite the unprecedented challenges posed by the COVID-19 pandemic, 2020 has been another year of continued growth for the Chevron Group, with many achievements to be proud of.

➤ Looking after our people

- Our employee Ailsa Edwards was jointly awarded International Health & Safety Wellbeing Ambassador of the Year by the British Safety Council 2021 International Safety Awards for all her hard work ensuring the wellbeing of our workforce during the pandemic.
- Mates in Mind **shortlisted for best mental wellbeing programme.**
- The Chevron Group achieved joint **first place in the Crisis Response Award** by the British Safety Council 2021 International Safety Awards for our response to COVID-19.
- Remained operational during the pandemic, no redundancies were made due to COVID-19.
- Achieved our **9th consecutive RoSPA Gold Medal Award.**
- 10 million hours worked without a RIDDOR accident.

➤ Reducing our environmental impact

- Won a Green Apple Environmental award for the implementation of two electric TSCO vans into our fleet, **saving 25 tonnes in carbon emissions** and £8k in fuel cost
- Offset our scope 1 and 2 emissions through our partnership with ClimateCare

➤ Responsible and Resilient Business

- Record turnover of £127m achieved under COVID-19 restrictions
- Continued growth with the acquisition of Class One Traffic Management Ltd, based in Bonnybridge, Scotland.
- **Achieved ISO Group certification**, standardising our Integrated Management System across all entities to ISOs 9001, 14001, 45001 and 50001.
- Creation of **200 more jobs**



Introduction

2020 Highlights

**Our response
to COVID-19**

About the
Chevron Group

Looking after
our people

Reducing our
environmental
impact

Responsible and
resilient business

ESG data table
& GRI index

Our response to COVID-19

Introduction

2020 Highlights

**Our response
to COVID-19**

About the
Chevron Group

Looking after
our people

Reducing our
environmental
impact

Responsible and
resilient business

ESG data table
& GRI index

When news started to emerge of COVID-19, it was evident that **we needed to respond rapidly and effectively** to continue operating as a business, protect jobs, and ensure the physical and mental wellbeing of our employees, their families, and the communities in which we operate.



Leadership, communication and collaboration

- Activated business continuity plan on 5 March 2020, the same day that the first death in the UK was announced.
- Established strong lines of communication providing guidance from senior level COVID-19 Steering Groups to regional managing directors, heads of department, operations managers and **safety representatives across the Group**.
- Our CEO led a co-ordinated industry response with the Traffic Management Contractors Association and Highways England to ensure that a **common risk assessment approach to COVID-19** was adopted. The risk assessment and safe system of work was adopted as best practice across the industry.

Supporting our employees



Introduction

2020 Highlights

**Our response
to COVID-19**

About the
Chevron Group

Looking after
our people

Reducing our
environmental
impact

Responsible and
resilient business

ESG data table
& GRI index

- 200 new positions created thanks to our status as key workers allowing us to remain operational.
- Organised 'staycation' raffles and collaborated with Perkbox to send out vouchers to the workforce to thank them for their hard work under difficult circumstances.
- Committed to providing enhanced sick pay to **encourage self-isolation** by ensuring full pay was received for the first week of self-isolation.
- Supported physical and mental wellbeing of workforce by providing information through the **launch of our Wellbeing Hub** in May 2020, an online resource for our workforce, their families, and our supply chain to obtain information on working from home, building resilience, emotional and physical health as well as many other topics. Since the launch of this resource, nearly 1,700 unique viewers have accessed the tool (**Case study on page 18**).

- Produced Bank Holiday packs for families for Easter, May Day and August Bank Holidays, and held a Children's Art Competition to say thanks to the NHS and key workers.
- **Vulnerable employees were identified** across the Group and were supported whilst they were shielding.
- Development of live video Spotlight Sessions to allow senior management to engage with workforce as well as inspirational talks such as one delivered by Gary Prout, a former soldier in Afghanistan who was awarded the Conspicuous Gallantry Cross.
- Provided **increased flexibility** to those impacted by home-schooling, allowing colleagues to work their hours in a more flexible way.
- **No employee was made redundant due to the pandemic.**

Supporting our communities

Introduction

2020 Highlights

Our response to COVID-19

About the Chevron Group

Looking after our people

Reducing our environmental impact

Responsible and resilient business

ESG data table & GRI index

- Developed several initiatives to support local communities by providing technology to assist with learning from home, helping alleviate the inequalities many families face with access to mobile and laptop devices. Together with our Chairman, **we donated 37 mobile tablets** to a local school in Berkshire, Knowl Hill CofE Academy, and we donated a further 10 laptops to Bentley West Primary School in Walsall.

Speaking about the initiative, Mr Matthew Turner, Chairman of Chevron TM, commented: "Home schooling is not easy for anyone, but it is made even more difficult when children can't access lessons because they don't have the technology. We hope that our donations will go towards helping children get the most of their online learning and make the jobs of their parents and teachers easier."

- Partnered with N H F Cleaning Services to donate **essential sanitising equipment** to St Thomas' C of E Primary School in Rochdale, providing wall mounted hand sanitising units, hand sanitisers and sterile IPA sanitising sprays.

Nichole Bourner, Head of School, said "The school and our teachers are working exceptionally hard to maintain our normal high standards of teaching whilst our children remain at home. This donation will make a significant difference to our education provision and will benefit our pupils and the wider community. We are incredibly grateful to Chevron TM and their Chairman for this kind and generous donation."

- Developed a **COVID-19 decontamination and deep cleaning service**, that was mainly internal at the start to treat all of our depots and vehicles, but then became available to the market for other businesses to benefit. We worked with schools in our local communities to provide free COVID-19 fogging in classrooms and school buildings to provide additional reassurance to teachers, parents and pupils.
- Provided equipment for social distancing measures at testing centres, vaccination centres as well as town centres and schools.

In May 2021 it was announced that we achieved Joint First Place in the Crisis Response Award for the British Safety Council 2021 International Safety Awards for our response to COVID-19.

Introduction

2020 Highlights

Our response
to COVID-19

**About the
Chevron Group**

Looking after
our people

Reducing our
environmental
impact

Responsible and
resilient business

ESG data table
& GRI index

About the Chevron Group



Our purpose, vision and values

The Chevron Group is the UK's leading work-zone safety provider for the UK's critical infrastructure, a safety-critical enabling service, and is done in accordance with the Highway Sector Schemes 12A/B/C/D and 18. With our head office based in Thame, Oxfordshire, the Chevron Group operates out of 24 depots located across England, Scotland and Wales. Our services also include the design, supply and hire of road worker safety equipment and intelligent traffic management equipment.

Our mission is to consistently provide an industry-leading service, delivered at a fair price, with a sense of pride and company spirit. We seek to achieve this whilst being guided by The Chevron Way - our approach to everything we do - made up of **six core values**.

Chevron Locations



➤ Deliver on our promises

We are only as good as our last job. By consistently delivering an industry-leading service that every one of us can be proud of, we build trust in the Chevron Group brand, which generates more work and secures our future.

➤ Champion our customers

We work together with our customers and supply chain and share in success.

➤ Keep it simple

When we get the basics right, the results will follow. By avoiding unnecessary red tape and over complications, we can adapt and respond to change more quickly and effectively.

➤ Humour gives us an edge

We believe that our friendly and light-hearted approach ensures that we are easy and fun to do business with, whilst also relieving pressure, building trust, and connecting us with employees from all ranks, as well as with our clients, customers and stakeholders.

➤ Safety is our business

Safety is at the core of everything we do. Every one of us is responsible for ensuring every employee and subcontractor working for the Chevron Group gets home safely to their family and friends.

➤ Lead by example

No one is too big to do the small things that need to be done. When we say one thing, but do another, we erode trust. By walking our talk, every one of us becomes a person others will follow.

Our approach to sustainability

The UK construction industry faces a number of challenges today and in the future, and the Chevron Group is committed to playing its part in the delivery of a safer, greener, more efficient and collaborative industry.

Our sustainability policy provides a framework for delivering our strategy to **create a sustainable business**, support the communities within which we operate, and ensure that we work together towards a more sustainable future.

- Safety is at the heart of everything we do, and our core goal is to ensure that all employees, subcontractors, clients and road users get home safe each and every day. The Chevron Group's ESG strategy centres around this key focus, ensuring that through everything we do we are delivering our safety-critical enabling service in a safe and secure way.
- Our ESG Team drives the implementation of our strategy by collaborating and engaging with the Group's 24 operational depots, along with all central function departments. The team also delivers our essential internal audit function to assess legal compliance, safe systems of working, and conformance against the Chevron Group's Integrated Management System.
- The challenges presented by COVID-19 has hampered progress against further embedding ESG principles across the business, but they have also **enabled us to reassess our priorities** for

action, such as enhancing the mental health and wellbeing of our workforce. We look to build on our progress in 2021, when we will be publishing an ambitious strategy for the future.

➤ The Chevron Way



Introduction

2020 Highlights

Our response to COVID-19

About the Chevron Group

Looking after our people

Reducing our environmental impact

Responsible and resilient business

ESG data table & GRI index



Innovation and new technologies



Introduction

2020 Highlights

Our response
to COVID-19

About the
Chevron Group

Looking after
our people

Reducing our
environmental
impact

Responsible and
resilient business

ESG data table
& GRI index

Our sister company HRS has continued to innovate the temporary traffic management industry by designing, developing, and delivering safety-enabling products to **ensure that risks are mitigated** in work zones.

Digital solutions for traffic management have well-established safety benefits, as automatic sensors can immediately notify the workforce of a potential safety breach such as an errant vehicle driving through the works. However, digitally monitoring worksites also has the power to reduce the environmental impact of roadworks through improved traffic flows, better planning, and reduced vehicle movements.

For example, **HRS's Dynamic Speed Sign**, which won a Highways Industry Product of the Year Award for 2020, allows speed signs on roadworks to be changed remotely based on traffic flows or incidents. What's more, it also reduces the need for vehicle movements to change signs manually, and the signs are also powered by solar panels which further enhances the carbon benefits of such technology.

Digital solutions are already transforming the traffic management industry and will be a significant contributor in our effort to **reduce carbon emissions** in the short-term as well as the long-term. The partnership with HRS and other industry stakeholders promises to be endless and will help us continually improve and drive up standards across the industry.

Introduction

2020 Highlights

Our response
to COVID-19

**About the
Chevron Group**

Looking after
our people

Reducing our
environmental
impact

Responsible and
resilient business

ESG data table
& GRI index

“It has been a great example of supply chain collaboration and I am delighted to have had the chance to get involved.”

Martin Johnson

Chevron TM's Area 9 Delivery Manager

Collaboration

We at the Chevron Group recognise the importance of collaboration and how it can build trust, drive efficiency improvements, and **provide opportunities to make a greater impact**. Through our certification to ISO 44001 Collaborative Business Relationships, we have developed a strong framework upon which our approach to collaboration is built.

We were delighted to be part of the Area 9 TM team which won the Area 9 SRN Alliance Charity Challenge and raised thousands of pounds for a number of charities.

As part of the charity challenge, the team which comprised Highways England, Tarmac, AC Landscape and Treeworks, Kier and Chevron TM, selected Bentley West Primary School in Walsall and **created a wonderful outside learning area** for the teachers and pupils.

Martin Johnson, Chevron TM's Area 9 Delivery Manager, who led the Chevron Team commented: “This was a fantastic challenge to get

involved in for many reasons. Firstly, we have created a permanent learning space for pupils from Bentley West Primary School, focusing on the environment and biodiversity; secondly, we gave back to our local community and raised much needed funds for charity. It has been a **great example of supply chain collaboration** and I am delighted to have had the chance to get involved.”

The team revamped a neglected pond area **planting 15 trees**, installing planters, creating a **wheelchair accessible pathway** and building a stunning pagoda and benches for the pupils.

The impact of the project was summed up by Bentley West teacher Lindsay Hobbs who said: “the work and development in the forest area by the Area 9 team will accomplish improvement that I could not have achieved without significant support and this means **the forest will be healthier and more sustainable** for the children of Bentley in the future.”

Introduction

2020 Highlights

Our response
to COVID-19

**About the
Chevron Group**

Looking after
our people

Reducing our
environmental
impact

Responsible and
resilient business

ESG data table
& GRI index



Materiality and stakeholder engagement

2020 was the first year the Chevron Group has conducted a formal materiality assessment to gauge internal and external stakeholder views on environmental, social and governance issues.

This process is integral to ensuring that our ESG strategy is aligned to the priorities of our external stakeholders so we can continue to deliver projects that create value and secure our long-term success as a sustainable business. We intend to repeat this process periodically to reassess priorities given the ever-changing sustainability space.

A list of ESG topics was created using guidance from the Global Reporting Initiative (GRI). Key internal and external **stakeholders were identified by the senior leadership team** to ensure that we had included all relevant parties.



We continue to deliver projects that create value and secure our long-term success as a sustainable business.

➤ Stakeholders

- Internal – employees, department heads, regional managing directors, C-Suite
- External –
 - Triton Funds
 - Highways England
 - Tier 1 contractors such as Kier and Balfour Beatty
 - Other key clients in sectors such as utilities, rail, local authorities, events
 - Industry peers
 - Members of our supply chain
 - Collaborative working relationship partners
 - Legal and compliance bodies
 - Special interest groups
 - Local communities

➤ Material topics

- Employee health, safety and wellness
- Environmental legal compliance
- Carbon emissions
- Stable growth and good profitability
- Business resilience

Introduction

2020 Highlights

Our response
to COVID-19

About the
Chevron Group

**Looking after
our people**

Reducing our
environmental
impact

Responsible and
resilient business

ESG data table
& GRI index

Looking after our people



Employee health, safety and wellness

Safety is our business

As a safety-critical enabling business, our employees, clients, contractors, and customers expect and deserve the highest standard in safety that we can provide. At the Chevron Group we take pride in that they really are in safe hands and that every day we live our value of 'Safety is our Business.'

We are committed to ensuring that existing and emerging risks in relation to the safety of our workforce, subcontractors, clients, and road users are identified and treated quickly and effectively. The Chevron Group has operated according to its Integrated Management System since 2015, which has been built to satisfy the requirements of ISO 45001 Occupational Health and Safety Management. This ensures that **we go beyond legal compliance and strive to continually improve** our operations by identifying and mitigating risks relating to our business.

- As of 2020 96% of depots have been certified to ISO 45001 Occupational Health and Safety Management.
- Our award-winning approach to health and safety saw us achieve **10 million hours worked without a RIDDOR incident** at the end of the year.

- **Only two lost time injuries were incurred** towards the end of 2020, both as a result of slips, trips and falls. Following the accident investigations, we identified areas for improvement and deployed toolbox talks to the workforce that reinforced the risks relating to slips, trips and falls accidents.

At the Chevron Group we recognise that good health goes much further than the physical aspect. We believe that poor mental health impacts the ability to bring your best self to work, which has wider potential consequences when considering the high-risk environment in which we operate. We have always been proactive in our approach to **promoting good mental health**, whether it's through the free counselling service we provide to our workforce, or through our continual investment in training more mental health first aiders (MHFAs) across the business.

We currently have **44 trained MHFAs** and are on track to achieve our goal of having the same number of mental health first aiders as first aiders to ensure that we continue to protect both physical and mental health.

We continue to support the mental health charity Mates in Mind, along with traffic management specific campaign Talk No More. In 2020 we were shortlisted by Mates in Mind Charity for having the **Best Overall Workplace Mental Health Programme**.



As of 2020 **96%** of depots have been certified to ISO 45001 Occupational Health and Safety Management.

Introduction

2020 Highlights

Our response to COVID-19

About the Chevron Group

Looking after our people

Reducing our environmental impact

Responsible and resilient business

ESG data table & GRI index



Introduction

2020 Highlights

Our response
to COVID-19

About the
Chevron Group

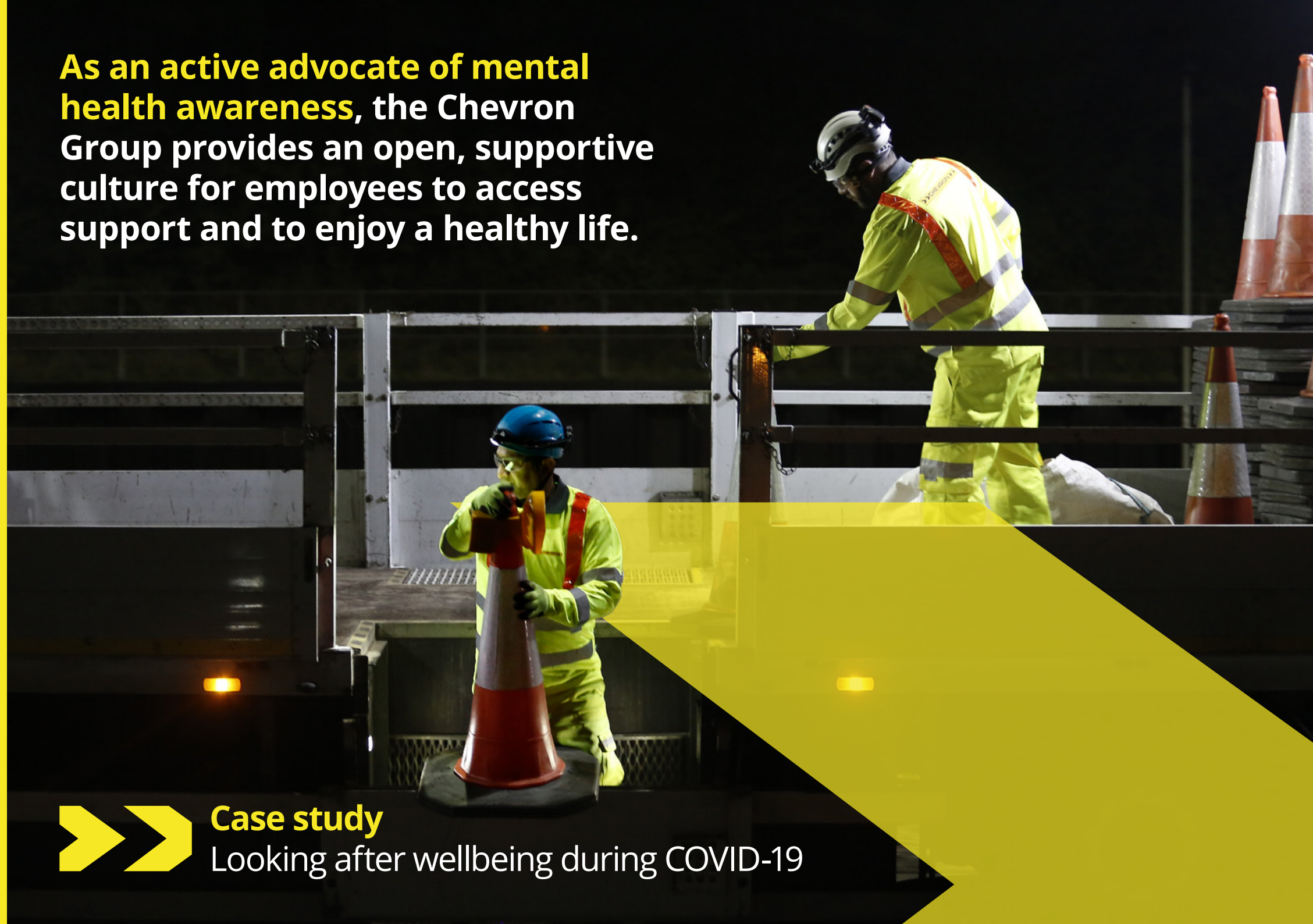
**Looking after
our people**

Reducing our
environmental
impact

Responsible and
resilient business

ESG data table
& GRI index

As an active advocate of mental health awareness, the Chevron Group provides an open, supportive culture for employees to access support and to enjoy a healthy life.



Case study

Looking after wellbeing during COVID-19

Introduction

2020 Highlights

Our response
to COVID-19

About the
Chevron Group

**Looking after
our people**

Reducing our
environmental
impact

Responsible and
resilient business

ESG data table
& GRI index



Case study

Looking after wellbeing during COVID-19

The social isolation and the deep concerns that many had about the way the world had changed because of the COVID-19 pandemic affected many people's mental health and wellbeing. One of the biggest adjustments was the number of office-based employees now working from home, with some taking up home-schooling responsibilities, but all remaining indoors away from friends and family.

As an active advocate of mental health awareness, the Chevron Group provides an open, supportive culture for employees to access support and to enjoy a healthy life.

In response to the challenges presented by the pandemic, the Chevron Group was able to be innovative and create new ways of keeping people's wellbeing and spirits high, through the **creation of a Wellbeing Hub** and our supporting employee wellbeing programme.

We launched our Wellbeing Hub on 1 May 2020, an online resource for our workforce, their families, and our supply chain to obtain information on working from home, building resilience, emotional and physical health as well as many other topics. Since the launch of this resource, nearly **1,700 unique viewers** have accessed the tool.

We supported our workforce and their families with information on **maintaining their physical and mental health**, education tools for remote learning, bank holiday packs, and Just Eat vouchers to thank them for their hard work. We also held a 'Staycation' raffle, with the possibility to **win vouchers worth £1,000, £500**, or four chances to win £250. 818 employees entered this competition, reaching around 82% of our workforce.

Our employees appreciated the mental health support we provided during the pandemic, saying "during lockdown we were able to still access our mental health first aiders and **access to counselling which was great**".

Our colleague in the Leeds depot, thanked the HR team for organising the Just Eat vouchers, saying "I have sent it to the men, and they are already sending emails back saying thank you. A big thank you from me also, I know you and your team work extremely hard and keep surprising us and don't always get the gratitude you deserve, this is a lovely idea, and I am sure the men are most appreciative of this. As I said to a few of them that have already responded, it is the little things that give us that massive lift we need sometimes."

In early May 2021 our employee Ailsa Edwards was jointly awarded International Health & Safety Wellbeing Ambassador of the Year for all her hard work ensuring the wellbeing of our workforce during the pandemic. We were also shortlisted by Mates in Mind Charity for having the Best Overall Workplace Mental Health Programme.

Introduction

2020 Highlights

Our response
to COVID-19

About the
Chevron Group

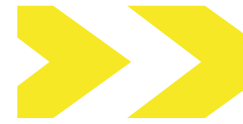
Looking after
our people

**Reducing our
environmental
impact**

Responsible and
resilient business

ESG data table
& GRI index

Reducing our environmental impact



Reducing our environmental impact

➤ Our approach to protecting the environment

- At the Chevron Group we recognise that the way we carry out our work creates both a positive and negative impact on the environments in which we operate, and that this influence has a wider impact on the world.
- With the UK construction industry recognised as one of the biggest contributors to the UK's overall carbon footprint, we recognise that we have an important role to play in **achieving net zero by 2050**.
- We are fully committed to playing our part by innovating and decarbonising existing processes, driving efficiency improvements, and measuring and monitoring our environmental performance to ensure that we are taking climate action.

➤ Going beyond compliance

- We at the Chevron Group are driven to go beyond just compliance. In 2015, we developed an Integrated Management System for our ISO standards, including ISO 14001 Environmental Management and ISO 50001 Energy Management,

which ensured our commitment to continued compliance with these standards as well as all applicable legal, regulatory, and other requirements.

- Through this framework, **training is regularly delivered to employees**, who are made aware of potential environmental impacts relating to their work on each work instruction and are encouraged to report potential environmental near misses through their tablet devices.
- In May several employees from our Finedon depot came across a patch of bee orchids growing within a site area. Recognising that they were protected under the Wildlife and Conservation Act, they immediately contacted the site agent, who arranged for the area to be cordoned off to protect the rare species. An environmental near miss was also raised to capture the importance of wildlife conservation in the areas we operate in.
- We were the **first traffic management company to implement ISO 50001** Energy Management. 100% of our depots are certified to this standard.

- 66% of depots are certified to ISO 14001 Environmental Management
- There have been **no environmental enforcement notices served against the Chevron Group**.

➤ Our Carbon Footprint

- We report our greenhouse gas emissions resulting from operations that fall within our operational control. We report both direct (Scope 1) and indirect (Scope 2) emissions in accordance with the Greenhouse Gas Protocol (GHG). Details of our carbon footprint can be found in the ESG table on **page 28**.
- As part of our approach to take responsibility for our impact on the environment, we have partnered with climate and sustainable development experts ClimateCare to **offset carbon emissions associated with our operations** maintaining the UK's road network.
- We plan to be certified to PAS 2060 **Carbon Neutrality by 2022** and have validated Science Based Targets by 2023.

Introduction

2020 Highlights

Our response to COVID-19

About the Chevron Group

Looking after our people

Reducing our environmental impact

Responsible and resilient business

ESG data table & GRI index

Introduction

2020 Highlights

Our response
to COVID-19

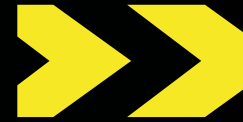
About the
Chevron Group

Looking after
our people

**Reducing our
environmental
impact**

Responsible and
resilient business

ESG data table
& GRI index



Case study

Carbon reduction projects - EV TSCO Vans

As part of our commitment to invest in low-carbon technologies to allow us to transition to a low-carbon industry, **we led the way in 2020** by being the first traffic management company in the UK to integrate electric TSCO vans into our fleet.



Introduction

2020 Highlights

Our response
to COVID-19

About the
Chevron Group

Looking after
our people

**Reducing our
environmental
impact**

Responsible and
resilient business

ESG data table
& GRI index



Case study

Carbon reduction projects - EV TSCO Vans

Through implementing two electric TSCO vehicles into our contracts, this allowed us to play our part by delivering demonstrable reduction in carbon emissions, generating savings on our fuel costs and helping our client deliver a greener project than was originally possible.

- Through this project we wanted to:
 - Reduce our carbon footprint over the course of the contract
 - Reduce fuel usage and cost
 - Prove that the business case works, to feed into future strategies
 - Enhance our standing with our client A-One+
 - Enhance our profile and commitment to environmental best practice in the UK highways sector
- As a result of implementing these vehicles instead of diesel equivalent vehicles, **we have saved nearly 25 tonnes of carbon** and over £8,000 in fuel costs during 2020.
- The results were shared both externally with A-One+ and internally in monthly operations meetings to ensure that our best practice solution was highlighted and promoted.
- We were **awarded the Green Apple Environmental Best Practice Award**, one of the most highly regarded environmental award schemes for recognising best practice.

The project has highlighted the need to review the planning of our works with an increased focus on availability of charging stations. Whilst we continue to successfully deploy electric TSCO vehicles, the infrastructure available for charging has on occasion meant additional planning. We do see long-term future gains for these vehicles with a sharp increase in their presence on our fleet.

We have learnt how important it is for us to ensure our commitment to **the environment is at the forefront**. Being a traffic management company proves difficult when managing our carbon footprint with our works being heavily involved on the UK's road network. This project has taught us that we can continually innovate our service delivery and the use of electric vehicles can also allow cost savings for our clients, whilst continuing to help the environment.

Paul Swann, Construction Manager A-one+, said "We are **always looking for ways to lessen the environmental impact** of our work and introducing electric vehicles as part of our day-to-day site operations should really make a difference to our carbon reduction commitments. Collaborating with forward-thinking, like-minded partners such as Chevron TM allows us to bring about innovation for the greater good."

Introduction

2020 Highlights

Our response
to COVID-19

About the
Chevron Group

Looking after
our people

Reducing our
environmental
impact

**Responsible and
resilient business**

ESG data table
& GRI index

Responsible and resilient business

Our Approach

With approximately half our labour coming from agency and subcontractors due to the skills shortage in the industry, we rely heavily on our supply chain partners to deliver our works.

To manage our supply chain in a responsible way we maintain an Approved Supply Chain list as part of our ISO certified Integrated Management System. The approval process focuses on a robust questionnaire, which considers all aspects of their business, with a particularly strong focus on health and safety. Environmental management and a number of governance issues such as modern slavery, cyber security, and equality, diversity and inclusion, are also considered.

All applications are assessed and scored against strict ESG criteria and for any agency or contractor to be approved and they must meet a minimum threshold before approval can be granted. The scoring of each application allows us to award an ESG risk rating, that enables us to benchmark our supply chain across the whole of the ESG agenda and identify areas for improvement that we can help and support our supply chain with.

Using our ISO 44001 certified Collaborative Business Relationships, we have established a number of value-added relationships with key supply chain partners that have helped them develop their capability as well as raise their standards. As a business we understand that **the challenges of today cannot be dealt with in isolation**, so collaboration is key and within the Chevron Group.

Regular and ongoing assessments of our supply chain are carried out by local teams through inspections and general feedback, as well as IMS audits carried out by our team of ESG Assessors. Every two years all approved **supply chain partners have to go through a re-assessment process** to maintain approval, as well as identify any changes or improvements made by the business.

Introduction

2020 Highlights

Our response to COVID-19

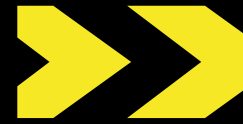
About the Chevron Group

Looking after our people

Reducing our environmental impact

Responsible and resilient business

ESG data table & GRI index



Case study

Group certification

2020 saw us accomplish a significant consolidation project to align all Group companies' management systems and achieve Group certification with BSI.

Chevron Traffic Management operates an Integrated Management System certified to ISO 9001, National Highways Sector Scheme, ISO 14001, ISO 44001, ISO 45001 and ISO 50001.

With the creation of the Chevron Group, acquisitions were operating on their own legacy management systems. To ensure standardisation across the Group for quality, environmental and health and safety, it was essential to bring them all on to the Integrated Management System that was now operating at Group level.

The value creation potential was clear: there was an opportunity to create consistency across the Group in key areas such as health and safety and remove duplication in certifications such as ISO 9001. This would reduce costs and create additional value for all entities

in adding certifications not previously held, which could open new markets and clients for the business, allowing further growth.

Whilst the creation of Group certification is nothing new, the way Chevron achieved it against the backdrop of a worldwide pandemic and in the timescales was industry-leading. It required us to be innovative and agile, completing site visits and assessments remotely and under strict COVID-19 restrictions.

These working practices are being taken forward in 2021, allowing the Group to complete more internal audits as well as seeing the real behaviours of the workforce. This also reduces the safety hazard by taking auditors out of a high-risk environment, benefiting ourselves internally and our certification body, BSI.

➤ Objectives and Achievements

- **Group certification to ISO 9001, ISO 14001, ISO 44001, ISO 45001, ISO 50001**
- **£25k saving in Annual Management Fees with certification bodies**
- **£32k saving in external audit consultancy fees**
- **£17k saving in surveillance visits**
- **£100k saving in tax and compliance**

Introduction

2020 Highlights

Our response to COVID-19

About the Chevron Group

Looking after our people

Reducing our environmental impact

Responsible and resilient business

ESG data table & GRI index



Introduction

2020 Highlights

Our response
to COVID-19

About the
Chevron Group

Looking after
our people

Reducing our
environmental
impact

Responsible and
resilient business

**ESG data table
& GRI index**

ESG data table & GRI index



ESG data table & GRI index

Introduction

2020 Highlights

Our response
to COVID-19

About the
Chevron Group

Looking after
our people

Reducing our
environmental
impact

Responsible and
resilient business

**ESG data table
& GRI index**

Description	2020	2019	2018	GRI
General				
Organisation name	About the Chevron Group			102-1
Purpose, mission and values	About the Chevron Group			102-16
Activities, products and services	About the Chevron Group			102-2
Markets served	About the Chevron Group			102-6
Location of headquarters	About the Chevron Group			102-3
Location of operations	About the Chevron Group			102-4
Ownership and legal form	Ownership and legal form			102-5
Scale of the organisation	About the Chevron Group			102-7
Changes to the organisation	2020 highlights			102-10
Statement from senior decision-maker	CEO message			102-14
Stakeholder engagement	Materiality and stakeholder engagement			102-42, 102-43
List of material topics	Materiality and stakeholder engagement			102-47
Changes in reporting	This is the first report that has been prepared in accordance with the GRI Reporting Standards Framework.			102-49
Date of most recent report	2019 Sustainability Report			102-51
Reporting cycle	Annual calendar year			102-50, 102-52
Contact point for questions regarding this report	jamie.bowen@chevrontm.com			102-53
Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.			102-54
GRI Index	Pages 27 - 28			102-55
External assurance	We have not sought external assurance for this report.			102-56

Introduction

2020 Highlights

Our response
to COVID-19

About the
Chevron Group

Looking after
our people

Reducing our
environmental
impact

Responsible and
resilient business

**ESG data table
& GRI index**

Description	2020	2019	2018	GRI
Environment				
Environmental Management	Page 20			
% locations certified to ISO 14001 Environmental Management	66%	63%	63%	
Greenhouse Gas Emissions	Page 20			305
Scope 1 GHG Emissions (tonnes CO ₂ e)	11,356.9	6,588.1	5,773.1	305-1
Scope 2 GHG Emissions (tonnes CO ₂ e)	282.9	212.7	182.9	305-2
Carbon Intensity Figure (kg CO ₂ e per hour worked)	3.21	2.66	2.57	305-4
Energy Management	Page 20			302
% locations certified to ISO 50001 Energy Management	100%	100%	N/A	
Total energy consumed (mWh)	48,413.9	28,006.7	24,208.7	302-1
Fuel (mWh)	47,152.8	27,133.2	23,524.4	
Electricity (mWh)	1,213.2	832.3	646.2	
Gas kWh (mWh)	47.9	41.2	38.1	
Social				
Employees				
Total employees	1,236	773	499	102-7
% Male	92.98%	92.38%	94.00%	405-1
% Female	7.02%	7.62%	6.00%	405-1
Occupational Health & Safety	Page 16			403
RIDDOR Reportable Incidents	0	0	0	403-9
Accident Frequency Rate	0.00	0.00	0.00	403-9
Lost Time Incidents	2	1	3	403-9
Lost Time Injury Frequency Rate	0.55	0.39	1.29	403-9



The Chevron Group

3 Thame Business Park
Wenman Road
Thame
OX9 3XA

01844 354666

ESG@ChevronTM.com

TheChevronGroup.com