



Chevron Australia Pty Ltd

Chevron Australia's nominations for the Employer of Choice for Women Awards reinforces the company's belief that it is simply good business to attract and retain a diverse workplace, particularly in what is traditionally known as a male-dominated industry. Chevron has an inclusive organisational culture that provides workplace practices and initiatives on equal opportunity that are transparent and directly aligned with Chevron's business strategy and values, as incorporated into the Chevron Way.

The company's flexible approach is characterised by part-time and working from home options, a keep-in-touch program, paid parental leave, job share arrangements, a compressed work week, remote computer access, carer's room and parenting course. Such programs have helped to retain employees after parental leave and, complemented by our employee networks and committees, encourage diversity in the workplace. The Women's Network, the Generation XYZ Network, the Diversity Council, Wellness and Work/Life Balance Committee, Organisation Capability Committee and Personal Development Committee all work to keep the company connected with and provide support for employee issues and aspirations.

Key Achievements for 2007 include:

- 67% of males comprise our applicant pool compared to 33% females however the percentage of females filling positions vacant was higher when compared to the total applicant pool
- 14% female managers in comparison to an industry sector for mining of 6%
- Paid primary and secondary leave (8 weeks paid primary carer's leave and 1 week paid secondary leave)
- Chevron has in place an appropriately structured learning environment involving apprentice and commercial traineeships programs for female indigenous commercial trainees.
- 11 female employees are presently on international assignment as a career development opportunity (disciplines include Engineering, Information Systems, Executive Management, Health Environment and Safety, Earth Science and Commercial).
- The Women's Network currently comprises of 185 members (80% female and 20% male).

For further information on our culture and values please follow the link to our website <http://www.chevron.com/>

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