Pursuant to its applicable “contract” or “agreement” (hereafter referred to as the “Agreement”) with the Chevron entity or Affiliate of Chevron as identified in the Agreement (e.g., Chevron Products Company, a division of Chevron U.S.A. Inc. and hereafter referred to as “Chevron”), Contractor, Supplier or other third party, as applicable (collectively referred to as “Supplier”), and its subcontractors (who Supplier may be acting for and on their behalf), have agreed to, and shall, comply with the requirements, obligations and duties contained herein as set forth below with respect to work, equipment, materials, parts, Services or Products provided to Chevron or any of its Affiliates, unless prohibited by applicable laws.

1. For purposes of this document, Supplier and its subcontractors shall mean “Contractor” and “Subcontractors” respectively; as such terms are used in the following clauses in the Federal Code of Federal Regulations. To the extent applicable to this Agreement, the following clauses contained in Title 48 of the Code of Federal Regulations are incorporated into this Agreement by reference: 48 C.F.R. Section 52.203-6 (Subcontractor Sales to Government); 48 C.F.R. Section 52.203.7 (Anti-Kickback Procedures); 48 C.F.R. Sections 52.219-8 and 52.219-9 (Small, Small Disadvantaged and Women-Owned Small Business Subcontracting Plan); 48 C.F.R. Sections 22.804-1 and 52.222-26 (Equal Opportunity); 48 C.F.R. Sections 52.222-35 and 52.222-37 (Disabled and Vietnam Era Veterans); 48 C.F.R. Section 52.222-36 (Handicapped Workers); 48 C.F.R. Section 52.223-2 (Clean Air and Water); 48 C.F.R. Section 52.223-14 (Toxic Chemical Release Reporting); 48 C.F.R. Section 52.225.11 (Restrictions on Certain Foreign Purchases); 48 C.F.R. Sections 52.227-1 and 52.227.2 (Patent Authorization and Infringement); and 48 C.F.R. Section 52.223-3 (Hazardous Material Identification and Material Safety Data); [and Part 270 of Title 30 C.F.R. (Non-discrimination in OCS Contracts or Subcontracts)]. Supplier shall insert the substance of the foregoing provisions of this Article into all non-exempt subcontracts or purchase orders as required. 29 CFR Part 471, Appendix A to Subpart A (Text of Employee Notice Clause) is incorporated in this Agreement by reference, unless exempted by U.S. federal law, rule, regulation or order.

2. Supplier also agrees and covenants that none of its employees, or employees of its subcontractors, who provide Services to Chevron pursuant to this Agreement are unauthorized aliens as defined in the Immigration Reform and Control Act of 1986. Supplier agrees to maintain and, if so requested, provide to Chevron information concerning the number of hours individual employees of Supplier spend on providing Services to Chevron and such other information requested by Chevron concerning Supplier’s employee benefit plans, including plan texts and summary plan descriptions, as is reasonably necessary for Chevron to determine the value of each such plan. Supplier further agrees to require any of its subcontractors to provide such information to Chevron if so requested.

3. “Segregated facilities,” as used in this provision, means any waiting rooms, work areas, rest rooms and wash rooms, restaurants and other eating areas, time clocks, locker rooms and other storage or dressing areas, parking lots, drinking fountains, recreation or entertainment areas, transportation, and housing facilities provided for employees, that are segregated by explicit directive or are in fact segregated on the basis of race, color, religion or national origin because of habit, local custom, or otherwise.

(i) If the value of the contract exceeds $10,000, Supplier certifies that it does not and will not maintain or provide for its employees any segregated facilities at any of its establishments, and that it does not and will not permit its employees to perform their services at any location under its control where segregated facilities are maintained. Supplier understands and agrees that maintaining or providing segregated facilities for its employees or permitting its employees to perform their services at any locations under its control where segregated facilities are maintained is a violation of the Equal Opportunity Clause contained at 48 C.F.R. Section 52.222.26 and incorporated herein pursuant to Section 1.
Supplier further agrees that (except where it has obtained identical certifications from proposed subcontractors for specific time periods) it will: (a) obtain identical certifications from proposed subcontractors prior to the award of subcontracts exceeding $10,000 which are not exempt from the provisions of the Equal Opportunity Clauses referenced in this Agreement; (b) retain such certifications in the files; and (c) forward the following notice to the proposed subcontractors (except where the proposed subcontractors have submitted identical certifications for specific time periods):

**NOTICE TO PROSPECTIVE SUBCONTRACTORS OF REQUIREMENT FOR CERTIFICATIONS OF NONSEGREGATED FACILITIES**

A Certification of Non-segregated Facilities as required by the May 9, 1967, order on Elimination of Segregated Facilities, by the Secretary of Labor (32 F.R. 7439, May 19, 1967), and as required by the regulations of the Secretary of Labor set out in 33 F.R. 7804 (May 28, 1968) and as they may be amended, must be submitted prior to the award of a subcontract exceeding $10,000 which is not exempt from the provisions of the Equal Opportunity Clauses. The certification may be submitted either for each subcontract or for all subcontracts during a period (i.e., quarterly, semi-annually or annually).

4. It is the policy of the United States, and of Chevron as a contractor to the United States Government to insure that small business concerns, small business concerns owned and controlled by socially and economically disadvantaged individuals and small business concerns owned and controlled by women shall have the maximum practicable opportunity to participate in performing contracts let by Chevron. To this end, Chevron and Supplier agree that, as mandated by 48 C.F.R. Section 52.219-9, governing "Small, Small Disadvantaged and Women-Owned Small Business Subcontracting Plan,"

(i) the clause entitled, "Utilization of Small, Small Disadvantaged and Women-Owned Small Business Concerns," set forth in 48 C.F.R. Section 52.219-8 is hereby incorporated herein, and made a part hereof, in its entirety;

(ii) in the event that the amount of this Agreement exceeds $500,000, prior to the execution of this Agreement, Supplier shall adopt a Small, Small Disadvantaged and Women-Owned Small Business Subcontracting Plan similar to that adopted by Chevron, the plan of Supplier to be included in and made a part of this Agreement; and

(iii) Supplier shall submit Standard Forms 294 and 295 as set forth in 48 C.F.R. Section 52.219-9(d)(10).

**End of U.S. REGULATIONS**