

Report on

Socially Responsible Practices and Effects of Corporate Affairs on The Society by Chevron Bangladesh

By

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ID: 18304131

An internship report submitted to the **BRAC Business School** in partial fulfillment of the
requirements for the degree of

Bachelor of Business Administration

BRAC Business School

BRAC University

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Declaration

It is hereby declared that

1. The internship report submitted is my own original work while completing degree at BRAC University.
2. The report does not contain material previously published or written by a third party, except where this is appropriately cited through full and accurate referencing.
3. The report does not contain material which has been accepted, or submitted, for any other degree or diploma at a university or other institution.
4. I have acknowledged all main sources of help.

Student's Full Name & Signature:

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Supervisor's Full Name & Signature:

Dr. Tarnima Warda Andalib

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Letter of Transmittal

Dr. Tarnima Warda Andalib

Assistant Professor

BRAC Business School

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66, Mohakhali, Dhaka-1212

Subject: Submission of Internship report

Dear Mam,

It gives me great pleasure to submit my internship report on "Socially Responsible Practices and Effects of Corporate Affairs On The Society By Chevron Bangladesh" for which I was assigned by your direction.

I did my best to finish the report with the most important data and recommended proposition in the most significant, compact, and comprehensive way possible. I am confident that the report will meet the expectations.

Sincerely yours,

Yeasir Chowdhury

18304131

BRAC Business School

BRAC University

Date: 23 October, 2022

Non-Disclosure Agreement

This agreement is between Chevron Bangladesh and Yeasir Chowdhury, a student at BRAC University. Its purpose is to avoid the disclosure of confidential information belonging to either party.

Name of the Company: Chevron Bangladesh

Country President: Eric M. Walker

Supervisor Name: Khondoker Tusherujjaman, CE & SI Manager

Name of Student: Yeasir Chowdhury

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Address: BRAC University, Mohakhali, Dhaka-1212

Acknowledgement

Firstly, I'd like to take this chance to thank a number of people for their assistance in helping me to create this report.

First and foremost, I want to thank my academic supervisor, Dr. Tarnima Warda Andalib, and my co-supervisor, Dr. Md. Mizanur Rahman, for providing the guidance and support necessary for the preparation of this report. For giving me all the require information I needed for this report, I also like to thank my company supervisor, Khondoker Tusherujjaman (CE & SI Manager), Shayda Dastgir (Assistant Manager of CE & SI) and one of my superior colleague, Antara Tarannum Ananta (Communications Specialist). They have provided me with excellent supervision throughout my time at Chevron. I'm also appreciative of my coworkers who volunteered their time and assisted me in gathering data for this study.

Executive Summary

After more than a century in business, Chevron Corporation of the United States is the leading private energy firm in Bangladesh. The Chevron distribution model ranks Chevron Bangladesh's distribution network to be among the best. However, the goal of this study is to illustrate the large distribution of Chevron Bangladesh's CSR initiatives throughout the community.

CSR investments can be utilized in innovative and sustainable ways for national advancement. Under its Bangladesh Partnership Initiative (BPI), Chevron has adopted this innovative approach by funding a three-year skills development project named Uttoron - skills for a better life. The efforts of Uttoron address the concerns of skills enhancement and stimulate enlisting by removing any barrier between businesses and employees. The project is exceptional due to its distinctive multi-layered learner selection method, purpose-fitting trade selection, and industry association in addition to its extensive partner commitment. Chevron, like Uttoron, engages in numerous CSR programs for the improvement of the host country, such as SHIKHON and Jibika. In tandem, they have made significant contributions to the nation's healthcare industry.

This study is the result of my investigation of Chevron's CSR initiatives in Bangladesh. These efforts have been crucial in bringing about the current level of prosperity in our country. In the project's last section, I presented a more comprehensive evaluation of these initiatives, which facilitated widespread progress across many fronts and gave crucial aid to those who lacked access to fundamental basic rights.

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List of Acronyms

ABU - Australia Business Unit

ASBU - Asia South Business Unit

BRAC - Bangladesh Rural Advancement Committee

BPI – Bangladesh Partnership Initiative

CAPEX - Capital Expenditure

CAPEP - Chevron Asia Pacific Exploration and Production

CALAEP - Chevron Africa and Latin America Exploration and Production

CEEMEEP - Chevron Europe, Eurasia and Middle East Exploration and Production

CNAEP - Chevron North America Exploration and Production

CSR - Corporate Social Responsibility

CTREX - Chevron Travel and Expenditure

FAS - Financial Accounting Services

FFAR - Financial Forecast Analysis and Reporting

GAS - General Accounting Services

IBU - Indo Business Unit

ICC - Internal Control and Compliance

IISD - International Institute for Sustainable Development

MCP - Major Capital Project

OECD - Organization for Economic Co-Operation & Development for Multination Enterprises

OPEX - Operating Expenditure

PSC - Profit Sharing Contract

SCM - Supply Chain Management

Chapter 1: Overview of Internship

1.1) Student Information:

Name	Yeasir Chowdhury
Student ID	18304131
Program	Bachelor of Business Administration
Department	BRAC Business School
Major	HRM
Email	yeasir.chowdhury@g.bracu.ac.bd

1.2) Internship Information:

1.2.1) Period, Organization name, Department, Address

Organization's Name	Chevron Bangladesh
Department	Corporate Affairs
Period	Three months (21 July 2022 – 20 October 2022)
Address	Plot # 23-26, Road No. 90, Gulshan-2, Dhaka 1212

1.2.2) Internship Company Supervisor’s Information

Supervisor’s Name	Khondoker Tusherujjaman
Designation	CE & SI Manager, Corporate Affairs
Email	tusherujjaman@chevron.com

1.2.3 Job Description/Duties/Responsibilities:

The hours of operation for Chevron are from 8:30 a.m. to 5:00 p.m. Though if anyone wants to start early they have that flexibility. Weekdays are Friday and Saturday and after the Covid-19 pandemic they also operate Sunday work from home. However, I was fortunate enough to be involved with some of the most prominent parts of Chevron’s workforce. A list of my duties are:

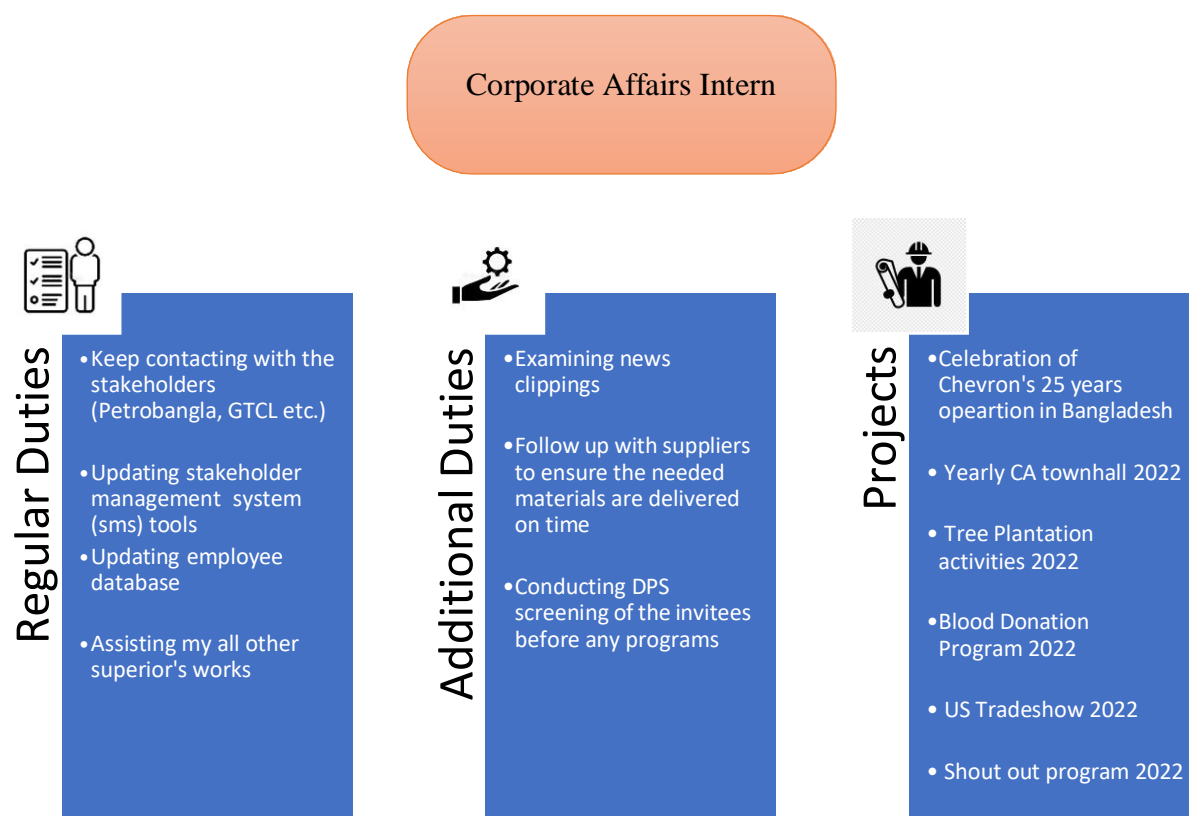


Figure 1: Corporate Affairs Internship Responsibilities

1.3) Internship Outcomes:

1.3.1) My Contribution to The Company

Throughout my internship, the tasks given to me were, to a certain extent, essential for the company's operation. I was required to carry out the duties by the specified time limit so that the organization could satisfied its demand. Throughout the final three months of my internship, I was extremely fortunate to have participated in some of the company's most significant and fruitful events due to my timely completion of the assigned tasks. Among the contributions are the updating of Chevron Bangladesh's stakeholder management system (SMS) tools and employee database in order to keep records and specifics of those more easily. The best part of my internship here was helping with some of the most important parts of a program to celebrate Chevron's 25 years of operation in Bangladesh. The program was held at Hotel InterContinental in Dhaka, and the chief guest was Dr. Tawfiq-e-Elahi Chowdhury, an advisor to the Prime Minister of Bangladesh on Power, Energy, and Mineral Resources Affairs. Even though I was an intern, I was chosen to be the youngest member of the committee for that program. This is a very big achievement for me. In addition, I participated in the filming of Chevron's global AV and acted in a scene that has been posted on the company's official YouTube channel.

1.3.2) Positive Aspects of this Internship

Through this program of internship, students have the opportunity to gain valuable real-world work experience, which is essential for familiarizing themselves with the workplace. Chevron Bangladesh has equipped me with the values and skills necessary for success in the contemporary corporate world.

Globally, Chevron management conducts day-to-day operations in accordance with a set of standards known as the "Chevron way." The chevron way is a set of behaviors, attitudes, and beliefs expressed in the form of a work philosophy, which was a very important lesson for me. As an added bonus, the internship experience helped me develop two abilities that are highly valued by employers everywhere: punctuality and communication. Serving as an intern gave me the opportunity to avail the understanding of what is required to accomplish a position, thereby preparing myself mentally for the working world.

1.3.3) Problems/Difficulties

Through my program of internship at Chevron, I ran into several obstacles. In the beginning, it was difficult for me because I did not know much about Chevron's business and other activities, as they operate their work very secretively and with little public knowledge. Initially, I had difficulty comprehending the company's policies and practices. The second, is information security at Chevron Bangladesh. As I've already stated, Chevron is extremely concerned with its activities, so I was always required to maintain confidentiality and was often anxious during the updating of stakeholder management tools, as they were an integral part of the company and errors could result in significant financial loss.

1.3.4) Recommendations

As the country's primary supplier, Chevron meets well over 60% of Bangladesh's annual demand for natural gas. Chevron is currently operating in the Bibiyana, Jalalabad, and Moulavi Bazar gas fields, where it is extracting natural gas. The most notable FDI in Bangladesh comes from Chevron. In terms of its direct impact, network development, and local organization, as well as maintaining the highest ethical standards and providing the bulk of Bangladesh's gaseous petroleum production, the company has been an active contributor to society.

Therefore, I think it's important for Chevron Bangladesh to hire more interns through their internship program so that they can cultivate a workforce that can do their jobs well no matter what comes their way. Interns could benefit from being given additional responsibilities in order to help them feel more independent. Interns would benefit more from the experience and be better prepared for the workplace if their responsibilities were rotated throughout the internship.

Chapter 2: Organization's Part

2.1 Introduction

Based in San Ramon, California, Chevron operates as a global energy company with offices all over the United States. Chevron operates in 180 countries with the goal of providing reliable energy that aids in sustainable economic growth and population expansion. About half of Bangladesh's natural gas comes from Chevron, making it the country's largest natural gas producer.

Chevron is currently operating in the Bibiyana, Jalalabad, and Moulavi Bazar gas fields, where they are extracting natural gas.

Rather than operating in silos, Chevron is a vertically integrated energy giant that uses cutting-edge technology to continuously boost its operational greatness and boost its business value. The vision, qualities, and processes that guide Chevron are collectively referred to as "The Chevron Way." When it comes to FDI in Bangladesh, Chevron is far and away the leader. Chevron has been an active participant in society by providing leadership, establishing networks, and organizing locally while upholding the highest ethical standards and providing the lion's share of Bangladesh's gaseous petrol production.

The highest natural gas is produced by Chevron making them the industry leader, and the largest taxpayer in the country. These production levels are accomplished with respectable safety records and a labor force composed of 95% Bangladeshis. Chevron invests heavily in local projects that aim to better the economy, educational opportunities, and health care for residents. All levels of management at Chevron Bangladesh Ltd. regularly express their gratitude to the staff for their efforts in community improvement projects.

2.2 Operational Network and Organogram

Based on where in the world they work, Chevron Corporation has multiple regional offices. There are two or more Business Units reporting to each regional headquarters. One or more profit centers fall under the umbrella of these organizational sub-units. As part of Chevron's Asia South Business Unit, Chevron Bangladesh is a moneymaker (ASBU). The ASBU is accountable to the Chevron Asia Pacific regional office. There is a formal designation for each branch office. Chevron Asia Pacific Exploration and Production is the name of the regional office that serves the Asia Pacific region (CAPEP).

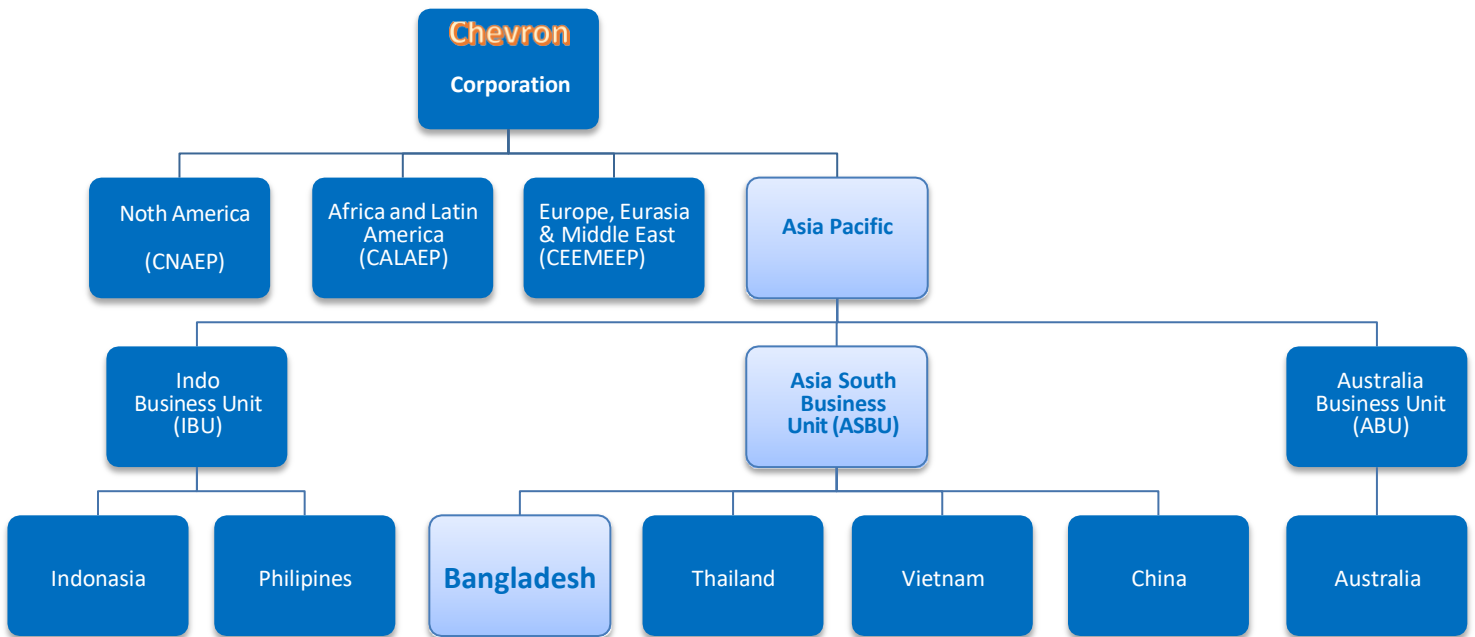


Figure 2: Operational Network Diagram for Chevron; Source: Khan (2017)

Each Business Unit is overseen by a President and various General Managers working together who are tasked with overseeing specific divisions. These General Managers of Business Unit Department report to the respective presidents, who in turn report to the directors of the Profit Center departments. Bangladesh's President and the ASBU's Corporate General Manager are both supervised by the Director of the Corporate Department in Bangladesh.

The organizational structure of Chevron Bangladesh Ltd. consists of nine main divisions and seven support divisions. A director oversees each division and answers to the president on the one hand and the ASBU GMs on the other. Eric M. Walker is the current president of Chevron Bangladesh Ltd.

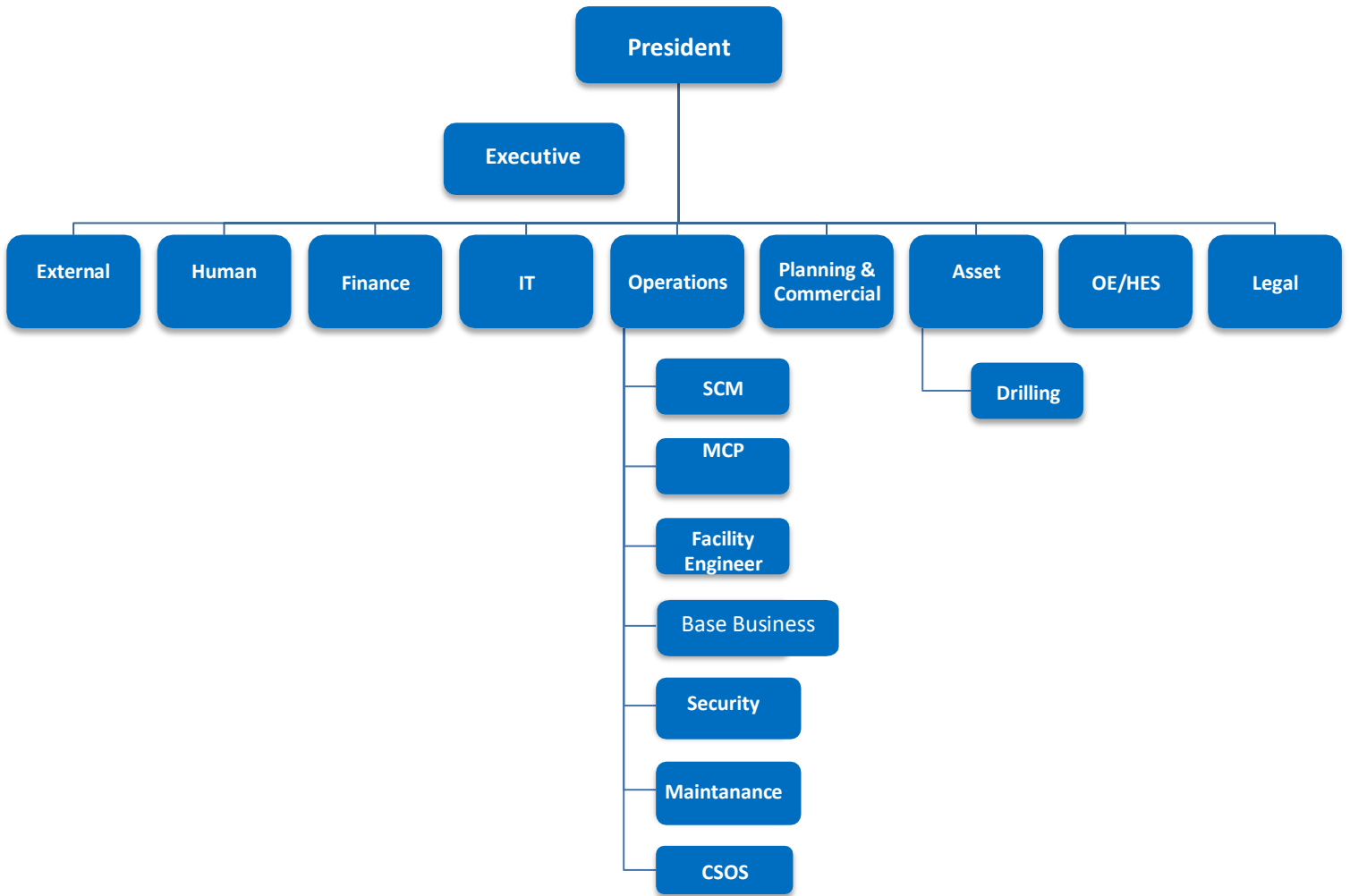


Figure 3: Simple Organogram of Chevron Bangladesh; Source: Khan (2017)

2.3 Norms of Administration

2.3.1 Mood of Leadership

It is said that the leadership style that predominates in Chevron is a combination of autocratic and participative leadership styles. [Chevron] The combination of the two different styles of leadership helps the organization achieve its overarching goals and objectives in the most efficient way possible. The headquarters of the company, which is located in San Ramon, California, is in charge of making the most important decisions, formulating the most important plans, and communicating the most important notices that need to be adhered to by the rest of the company.

Headquarters' autocratic style of leadership:

- Create plans of action for the coming year.
- Create a strategy for enhancing plant productivity.
- Get the ball rolling on establishing new facilities for the company.
- Send updates to all 140 international locations, including rate and price adjustments.
- Multiple circulars covering a wide range of topics are drafted and sent out to other departments.

Participative leadership pervasive in departments:

- At the branch/country level, participative leadership exists because all branch employees collaborate to make effective decisions.
- The entire operation or procedure of the country or branch is directed and supervised by the country head's effective guidance and oversight.
- The President/Country Head, Directors, and all employees of the branch discuss potential solutions for achieving the branch's objective more effectively.
- The President plays a pivotal role in presenting factual data and recommendations derived from the discussion.

2.3.2 Recruitment and Selection Process

The Human Resources department is primarily responsible for hiring new employees. The HR Staffing Team has primary responsibility for this, but all other teams contribute significantly. Beginning with the posting of the open position, potential employees are evaluated and ultimately chosen for employment. The 'Recruitment goal & objectives' are based on the Chevron Way, and in turn, a few 'pre-recruitment process tasks' are necessary for the process to run smoothly.

Success for Chevron HR is predicated on achieving set goals which are guided by the principles of the Chevron Way and founded on the principle of fair play. As for the goals of the recruitment drive, they are as follows -

- To treat all applicants fairly, regardless of who brought them to your attention.
- To find a suitable candidate for the open position.
- One of the goals should be to set up a transparent and objective method of choosing.
- To supervise a diverse group of recruiters.
- Applicants' private details must be kept secret at all times.
- In order to assess the candidate's potential for assimilating into the Chevron way of life.

- To provide a salary that is commensurate with experience, regardless of the applicant's demands.

2.3.3 The Compensation System

- A competitive compensation structure attracts and retains a pool of highly skilled but finite human resources. Performance-based pay is an integral part of the company's human resources strategy, which will be bolstered by the performance management system.
- Salary is set at the time of hire and is based on the individual's level of responsibility, education, and previous work performance. A new hire's salary is established by management in accordance with the amount spent on acquiring that person. Payroll is distributed within 30 days of appointment, and it is consistent with the grade's standard salary.
- In Chevron, salaries are typically distributed on the 25th of each month, or the next business day if that date falls on a holiday. Payment is made to the employee's payroll bank account via direct deposit.
- Gross monthly salary is the amount an employee receives before deductions for things like the provident fund premium, taxes, and hospitalization insurance are made, as specified by the salary scale.
- Employees are not permitted to discuss their salary with anyone outside of the company, per company policy.
- An employee's salary raise must be justified by their demonstrated ability to contribute to the success of the organization. Salary increases that are not tied to performance have a negative impact on employee morale and productivity.
- At a minimum, annual salary reviews take place. Both a standard raise and a bonus based on performance are included in the annual raise.
- Two annual festival bonuses, each equal to one month's salary, are given to all regular employees. Additionally, the Board of Directors may determine that certain employees are eligible to receive variable performance bonuses tied to the success of the business.

2.3.4 Annual Growth

- **Salary fixation and adjustment:** The annual raise is based in large part on feedback from the employee's annual performance review. The CEO has the authority to form a review board. Based on the evaluation, the committee suggests a letter grade or percentage increase. The manager has the final say over pay raises every year and can base their decision on the employee's performance evaluation.

- **Special Allowance:** The General Manager may, at his sole discretion, grant a special allowance to an employee, taking into account the employee's performance and dedication; such cases must be reported to the Board for informational purposes only. In addition to the extraordinary increase, the manager may recommend additional commensurate raises for an employee of exceptional nature/outstanding performance (Performance Review Assessment). Such increases should require board approval before being granted.

2.3.5 Training and Development Initiatives

- The staff receives training to increase their efficiency and effectiveness.
- To better understand the business, employees must travel to the gas fields on Sylhet.
- Staff members who have been with the company for a while are offered more advanced training after their initial probationary period ends.
- Chevron also sends employees overseas trainings to make sure they have everything they need to succeed.

2.3.6 Performance Appraisal

- Examine how well the worker has fulfilled their duties.
- Communicate employees' strengths and weaknesses and encourage growth.
- Objective and job-related criteria are used to evaluate performance. The assessed must give informed consent in advance.
- In between the two annual evaluations, a supervisor is allowed to make an informal evaluation. The goal is to make note of anything out of the ordinary that may have contributed to either stellar or subpar performance.
- The evaluation process is one in which employees are encouraged to take part as fully as possible and to voice any concerns they may have. The appraisal is conducted by the employee's immediate supervisor.
- Employees are given feedback on their performance reviews.

2.4 Maintaining a Safe Community and Natural Environment

2.4.1 Workplace Technology

Chevron's ability to provide affordable, reliable energy that fuels globalization of economic and social progress greatly aided by technological progress. Chevron's contributions allow its competitors to not only locate and commercialize new oil and gas fields at a lower cost but also to extract more value from their existing holdings. They allow us to compile information and data with the hope of improving our asset management as a whole. In addition, they provide assistance to Chevron in the area of energy research and development intending to create flexible and new capabilities that can be used while minimizing the ecological impact. Chevron have invested heavily to develop a wide range of resources, from massive new gas developments will revitalize oil plants that date back a century. They have also established lofty but achievable goals for these assets, such as expanding production while keeping new resources online and bolstering the core business. Through asset reliability, Chevron ensures that its assets realize their full potential by enhancing and automating their processes with the help of already-existing and soon-to-be-created technological and procedural innovations. Producing higher-quality data that their software can gradually transform into valuable information helps workers work more safely, dependably, and productively, while also reducing costs, recouping more assets, and better manage risks.

2.4.2 Efforts Made to Safeguard the Environment

Chevron fosters an operational excellence (OE) culture that prioritizes the well-being and quality of their employees and the verification of their systems, the benefits of nature, and the integrity of their networks. Their Operational Excellence Management System is geared toward steadfastly enhancing their natural flow and minimizing the negative effects of our daily practices.

Chevron's environmental guiding principles are (obtained from the website of Chevron Bangladesh) -

- Think about how your actions will affect the environment around you
- Become more environmentally conscious
- Be a responsible user
- Keep the sites intact

2.4.3 Keeping People Safe

The safety culture at Chevron is founded on two rules that never change -

- Perform it safely or not at all
- It's never too late to do something well

Chevron never takes chances with their safety. Because this is what makes them unique compared to other groups. They care about making sure their family is safe and building a workplace where accidents and injuries don't happen. To do this, they work together as a group to ensure that their officials and contract workers arrive home safely each day.

2.5 Functions of Corporate Affairs

When compared to other divisions at Chevron Bangladesh, the Corporate Affairs division stands out as one of the most dynamic and competitive. Their duties range from seeking out new opportunities to improve the company to ensure the smooth operation of the business in accordance with all applicable local regulations. This section can be broken down into three main groups:

2.5.1 Government Affairs

- Maintaining positive relationships with government officials (Petrobangla, GTCL, Ministries, and others)
- PSC engagement in regulatory matters must conform to applicable law.
- Assisting MCPs and Businesses That Rely on Them
- Improve your connections and networking skills.
- Collaboration with municipal administrations is required.
- Discover untapped markets.

2.5.2 Community Engagement and Social Investment

- Participation of Stakeholders.
- Administration of Social Effects.
- Programs of Social Investment (collaboration with Brac, Swisscontact, iDE etc.)

2.5.3 Media and Communications

- Consistently Upholding the Chevron Brand.
- Methodical Approaches to the Media
- Reputation control by way of efficient internal and external communication.

2.6 Analysis of the Industry and Its Competitors

Analysis of the industry and the competition is a crucial component of every company's strategy formulation procedure because it enables a rapid examination of the industry. There are numerous ways for businesses to analyze the industry and the competition. If Chevron conducts industry and competitive analysis, improvement opportunities and the company's standing in the industry can be identified.

It is what “The Chevron Way” wants to be, what it stands for, and how it works, as well as the promise to deliver market-leading results and unmatched investor value in any environment, that have allowed Chevron to thrive over the years. Chevron aims to be the most admired energy corporation in the world in terms of kinship, association, and execution, and Operational Excellence (OE) is the means by which we can achieve this goal while also putting into practice the Chevron Way benefit of protecting people and the planet.

On September 10, 1879, a gang of adventurers and businessmen established the Pacific Coast Oil Company, which was the beginning of Chevron's long and distinguished history. Since then, the organization's name has been altered multiple times, but it has always reflected the originators' spirit, coarseness, development, and tenacity.

2.6.1 SWOT Analysis

SWOT analysis tends to pinpoint the most important aspects of a business's internal and external environments. Looking at the world around us not only helps us see our strengths and weaknesses but also shows us what opportunities and threats we face. Oil and gas sector SWOT analysis.

Strengths:

Tight regulations, high start-up costs, and other obstacles to entry benefit already-established businesses over those considering entering the market. Since oil and gas companies are not permitted to actively promote their products to the general public, they are free to allocate their resources elsewhere. Established companies enjoy a large share of the market and high profits.

Weaknesses:

A highly delicate product is being handled here. Since Chevron has a contract with Petrobangla and prefers to operate covertly, they are unable to use public media to promote their products/services. This high-volume, low-value sector has few advertising options.

Opportunities:

Bangladesh's oil and gas sector is stagnating due to factors such as the country's stringent regulatory environment and the high initial investment required to get things going. In addition, the government does not approve of this type of enterprise without a legitimate reason. Since the conflict between Ukraine and Russia has dramatically increased global demand for oil and gas, it's no surprise that Chevron's demand has followed suit. Chevron has a good opportunity to raise output in order to satisfy public demand.

Threats:

There are also dangers for businesses like Chevron to contend with. Environmental regulations, economic instability, intense competition in the fuel sector, the ever-increasing cost of raw materials, and other factors are a few examples of these challenges.

2.6.2 Porter's Five Forces Analysis

Bargaining Power of Customers:

Low price sensitivity on the part of buyers: If buyers are less price sensitive, then sellers can charge higher prices and consumers will still buy their products. Chevron Corporation experiences beneficial effects as a result of inelastic demand.

Product is important to customer: The customer places a high value on the product, and as a result, they are willing to shell out additional funds to acquire it. Chevron Corporation will benefit from this development.

A large volume of customers: When a significant number of customers are present, it is unlikely that any one customer will have any leverage in the negotiation process. Limited bargaining leverage is advantageous for Chevron Corporation.

Bargaining Power of Suppliers:

A great deal of rivalry between suppliers drives down costs for manufacturers. For Chevron, this is good news. Negative effects from "high competition among suppliers" (Chevron Corporation) will erode the value of this organization over time.

Distribution channel diversification reduces the leverage of a single distributor in negotiations. Chevron Corp. benefits from this development. This entity's value is enhanced by the positive effects "Diverse distribution channel (Chevron Corporation)" will have on it over the long term.

Threats of New Entrants:

Respectable brand names: If strong brands are necessary to compete, then new entrants will have to boost the value of their brands to compete successfully. The impact of strong brands on Chevron Corporation is positive.

There must be a comprehensive distribution system set up: Weak distribution networks increase the cost of transporting goods and reduce the likelihood that all of those goods will reach their intended consumers. Chevron Corporation benefits from the price of establishing a reliable distribution system.

Obstacles to entry are quite high: High barriers make it tougher for newcomers to break through entry of new rivals into the industry. Chevron Corporation benefits financially from the industry's high entry barriers.

Threats of Substitutes:

Substitution at a high cost: Customers are unable to Easily switch to similar-priced items or services that deliver the same benefits due to the scarcity of substitutes. High barriers to entry make a difference for Chevron Corporation.

The alternative product is substandard: If Chevron Corporation's product is subpar, fewer customers will look elsewhere. Additionally, if a customer perceives a decline in product performance, they are less likely to look elsewhere and potentially switch from Chevron Corporation.

Existing Rivalry:

The level of competition within an industry can be ordered by government policies and regulations. When they limit competition, this is a positive for Chevron Corporation. Many businesses and products can thrive in large industries because they don't have to compete with one another for customers. Chevron Corporation benefits from the industry's large size.

2.6.3 CSR Activities

Chevron has learned throughout its long history that the success of its company is intrinsically linked to the development of human society. To gauge the monetary impact we have in countries where Chevron operates, we team up with independent exploration and examination companies. This research evaluates the short-term and long-term effects of Chevron's spending across our adaptable supply chain, revealing a positive impact on local businesses and consumer spending, which in turn boosts employment. Chevron strengthens regional networks through investments in the health, education, and prosperity of its partner countries. Chevron Bangladesh invests in activities and projects that reach out to a large population in upper east Bangladesh with a focus on economic development, education, and human services.

2.6.4 Company Strategies

Chevron will only be successful in their goals if they focus on growth, productivity, and personal accountability.

Growth: The Bangladesh division of the corporation will grow organically and consolidate with the aim of capturing a sizable portion of the global oil and gas industry.

Productivity: The term "productivity" refers to the degree to which a company's available resources are utilized as part of an overall production strategy to maximize profits and generate funds for further investment. Every company nowadays is trying to find ways to cut costs.

Therefore, Chevron's strategy on both quality and effectiveness includes a holistic approach that tries to decrease expenditures while simultaneously boosting the quality of the end product as it is delivered to the market.

Accountability: Maintaining Chevron Bangladesh's long-term viability requires striking a balance between the company's financial priorities and the interests of its various stakeholders. The company's Code of Business Conduct is being presented to investors as part of the company's due diligence process. This document outlines the standards by which the company's operations must be handled and provides examples of compliance.

2.6.5 A Strong Chevron Brand

Since its founding in 1931, Chevron has been identified by its name, brand, and identity. Our Standard Oil service stations were the first to use the chevron logo. For the past half-century, Chevron has been represented only by its logo. The company Chevron has been investing in a unified brand and identity since 1969. For the first time since 2015, Reputation Institute has ranked Chevron as the oil and gas industry's strongest brand, surpassing rivals Shell, ExxonMobil, and BP.

Exxon Mobil, Chevron, BP, Shell and Total

Upstream segment's share of adjusted net earnings in 2011-2015

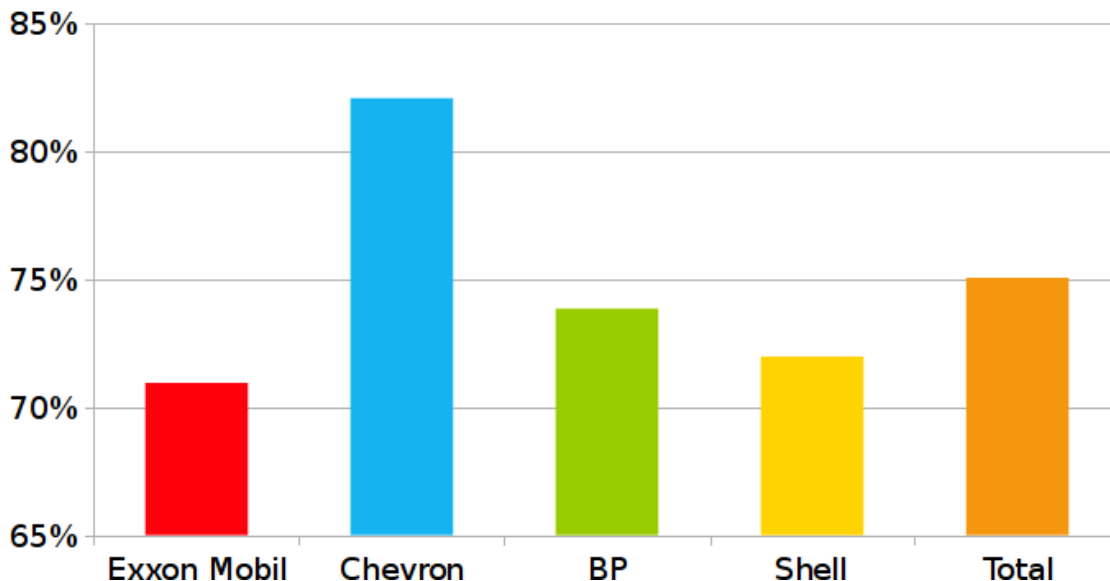


Figure 4: A strong Chevron brand

2.7 Summary and Conclusion

Every business experience ups and downs at some point. That includes Chevron as well. The correct individuals should be assigned to the right jobs, according to Chevron. The company's quality and confidentiality are protected by its very skilled and talented team and cutting-edge modern technologies. For the past quarter of a century, Chevron has proudly and successfully conducted business in Bangladesh. They have successfully maintained a presence in essentially every sector of the American energy industry. In addition to its standard operations, Chevron Bangladesh engages in a wide range of CSR initiatives, motivated by a sense of social responsibility. Through their operations, they contributed to the economic elevation of the host country to a greater extent. Under the watchful eye of Chevron Bangladesh, the company cooperated with well-known non-governmental organizations to carry out these tasks efficiently. In Section 3 of my report, titled "The Project," I will go into greater depth about these actions.

Chevron Corporation is a successful company as a whole, not because of what it has done, but because it works hard to keep doing well. They keep a place for learning and always try to use the best methods. Keeping their values safe is the most important thing to them, and this shows in everything they do.

In Chapter 3, I have elaborated on Chevron Bangladesh's CSR operations, which surpass those of any other significant company conducting business in Bangladesh.

Chapter 3: Project Part

3.1 Introduction

This report describes my internship with Chevron Corporation through its subsidiary Chevron Bangladesh. I was allowed to work there as an intern. The American multinational energy giant Chevron has its headquarters in the city of San Ramon in the state of California. Chevron is currently working in 180 countries, with the goal of fulfilling its aim of providing energy products in a safe manner while also contributing to the continued economic success and human development.

Chevron is the single largest natural gas producer in Bangladesh, supplying roughly more than half of total natural gas usage in the country. Chevron's natural gas extraction is currently happening from the gas fields of Bibiyana, Jalalabad, and Moulavi Bazar.

During my internship, I worked in the department for Corporate Affairs. where I found the atmosphere to be supportive, enthusiastic, and synergistic. I was able to meet the objectives I set for myself during the internship by completing the responsibilities, tasks, and projects that were assigned to me by my supervisor and by other coworkers. In addition, I was given the opportunity to participate in a number of Chevron's noteworthy programs, which facilitated my development of a deeper understanding of the organization.

3.1.1 Background

A group of explorers and merchants founded Chevron Corporation on September 10th, 1879 in San Francisco. Initially, the company was known as 'Pacific Coast Oil Co,' it was renamed Chevron in the late 1970s. From a San Francisco-based company, the company merged with many others over the years and grew into a multi-national corporation present in 180 countries.

Chevron began operating in Bangladesh in the 1980s, shortly after the Jalalabad Gas field was discovered and put into service in 1999. Chevron is an integrator that successfully develops and transmits innovations to keep getting better at running its business and boost company's commercial esteem. The Chevron Way, also known as the company's vision, values, and operating principles, serves as the overall framework for this.

However, Chevron has engaged social contributions focusing on education, monetary development, and health and safety through CSR activities with local partners like the Jibika activity launched in 2015, and was carried out by BRAC to help families around Chevron gas fields get more business and grow their incomes in the long term. since 2006.

3.1.2 Objectives

The primary focus of this report is to provide an outline of Chevron Corporation's organizational structure and describe the roles and responsibilities of an intern at Chevron Bangladesh's Corporate Affairs department, as well as to carry out research. The types of objectives will be portrayed in my report are –

- Broad Objective
- Specific Objective

Broad Objective - The prime objective will be to present all the socially responsible practices of Chevron Bangladesh which also entails the effects of corporate affairs on the society.

Specific Objective - The prime objective is divided into specific objectives in order to broadly define the goals that remain, allowing for clear reflection on the report. The specific objectives are –

- To understand the value of practices
- To analyze the effects of corporate affairs relations on society
- Explain the CSR activities thoroughly
- Discuss how these helps to branding of Chevron Bangladesh
- To identify the critical areas throughout the process

3.1.3 Significance of the Issue

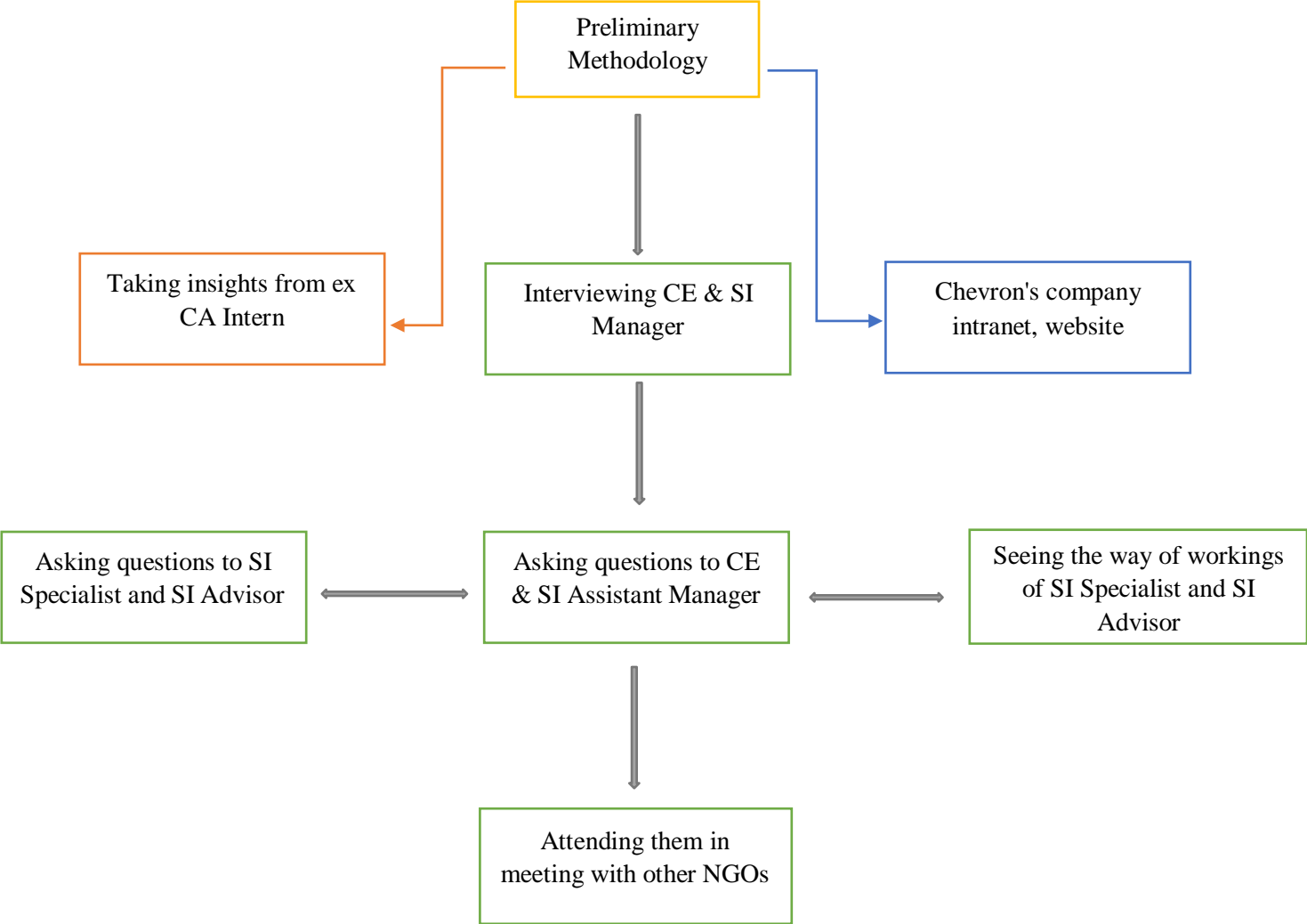
The study has the potential to produce worthwhile results that have applications across a wide range of fields –

- It is essential for the advancement of an organization to increase community involvement with social benefits. The study would provide a precise idea of the contributing factors that would increase their awareness of social responsibilities
- The CSR initiatives will emphasize how extremely important it is to consider social and environmental issues
- Through this study, the importance of placing a high priority on safety aspects and the sustainability of the environment in which the organizations operate will be emphasized.

3.2 Preliminary Methodology

Only qualitative information from both primary and secondary sources was used to write the report. Despite some constrains in data use on account of Chevron Bangladesh's policy on privacy, I did my best to portray the practices and corporate affairs' effectiveness on society through

Chevron Bangladesh's CSR activities. I've also shared details about I've realized, found out to carry out my duties. I'd like to specially mention the secondary sources, which are the Chevron's company intranet, website, and Bangladesh subsidiary., some face to face interview as well as some academic papers, which will provide valuable insights for this report.



3.3 Findings and Analysis

For the past quarter of a century, Chevron has worked in tandem with Bangladesh's government and local communities to accelerate the rate of economic and social development in Bangladesh by providing the reliable, affordable, and increasingly clean energy that has been identified as crucial to meeting the challenge of raising living standards across the country. They are committed to the sustainable growth of their operations in Bangladesh and to unlocking the potential of the country.

Beginning in 1999, when the first gas was extracted from the Jalalabad field, Chevron has a rich history in Bangladesh. The expansion of Bibiyana Project, which is huge in comparison to other projects in Bangladesh's past, involving foreign investment, began producing its first goods in the year 2014. As a result of this capacity increase at the original Bibiyana plant, the production of natural gas per day was increased by an additional 300 million cubic feet, and the production per day of natural gas liquids was enhanced by 4,000 barrels. The scope of the project encompassed two gas processing trains, new development wells, and a facility for increased liquids recovery.

According to the Ministry of Power, Energy, and Mineral Resources, Chevron was the leading producer of natural gas in the nation in 2018 (private segment). During Power & Energy Week 2018, Sheikh Hasina, the Honorable Prime Minister of Bangladesh, made the presentation. Chevron's partnerships with the network and NGOs in Bangladesh have helped improve the lives of countless people in and around the company's operations in the country's upper east. Chevron works with the government of Bangladesh and local organizations and communities to improve health care, education, and the economy for everyone's benefit.

powering economic growth in Bangladesh since 1995



Figure 5: A quick look into the initiatives conducted by Chevron Bangladesh

(Source: 2019 Chevron Bangladesh CSR pamphlet)

3.3.1 Growth of the Economy

Underserved neighborhoods in the Greater Sylhet region stand to benefit financially from the Bangladesh Partnership Initiative (BPI), a multi-year program. As part of this initiative, Chevron collaborates with organizations that promote driving advancement to set up programs to help businesses and workers improve.

The Jibika Project: Chevron and BRAC have teamed up to promote business ownership among potential for low-income residents in Greater Sylhet's gas field zones where Chevron has been active to improve their economic situation and the prospects for their families through increased agricultural production. In the first stage of the project, 110 VDOs were successfully reformed, and they went on to gain registration from the Department of Cooperatives. In addition, BRAC and its implementation partner IDEA pushed for more extensive leadership development programs, financial management education, and agricultural instruction for locals. The Jibika initiative has helped around 20,000 individuals in the area since 2016. Phase I of the initiative was so successful that it prompted the implementation of phase II in 2019, which would help the Jibika cooperatives develop their management and governance in preparation for sustainable in the long run by 2022.



Figure 6: Development of the economy by Chevron Bangladesh

(Source: Website of Chevron Bangladesh)

Uddokta: The partnership between Chevron and BPI's International Development Enterprises (iDE) is referred to here. The venture seeks to expand Chevron's investments made in Bangladesh to improve the lives and livelihoods of rural communities. This will be accomplished by expanding the focus on empowering local business owners and constructing all-encompassing market frameworks that link smallholder farmers to global producers to more lucrative opportunities.

More than 2,700 VDO-associated family units are expected to benefit from the growth of their economic opportunities as a direct result of Uddokta's efforts to expand access to goods and business opportunities offered by firms that are being supported by the project. In addition, it is anticipated that the initiatives undertaken by the venture capitalists will result in an increase in the

annual revenues of 1,100 micro and small businesses, as well as extended deals that give small farmers something of value. In addition, Uddokta will facilitate entrance to funding for participating initiatives so that these organizations can be established, developed, and operated. In a nutshell, more than 37,000 family unit persons would benefit from greater earnings because it's easier to get to products and businesses that have been activated as a direct result of foundational paradigm changes that have been pushed by Uddokta.



Figure 7: Development of the economy by Chevron Bangladesh

(Source: Website of Chevron Bangladesh)

Uttoron: A project to acquire skills is called “Abilities for a Better Life” that has been running since August 2016, and its goal is to improve business chances for more than 1,400 network members in the areas of Sylhet, Moulavibazar, and Habiganj. The project has a duration of three years and is currently in its first year. Swisscontact is the organization responsible for carrying out the project that falls under the BPI's "workforce development" component. The Skills for Employment Investment Program (SEIP), which is financed by the Asian Development Bank (ADB), the Swiss Agency for Development and Cooperation (SDC), and the Government of Bangladesh, and which is implemented by the Ministry of Finance, has an unexpected connection to Uttoron. More than 1,400 students have received training in light engineering and construction

up to this point, and more than 900 trainees have already gained work with local enterprises, with some of them going on to become self-employed.



THE BUSINESS STANDARD



Figure 8: Development of the economy by Chevron Bangladesh

(Source: Website of Chevron Bangladesh)

3.3.2 Education

Since 2001, Chevron has provided financial aid to deserving students from low-income backgrounds through its Quality Education Support project. Eight hundred twenty-four deserving students received financial aid in 2021. Included as well are endowments, sports equipment, classroom furnishings, and tube-wells to ensure that students in need of clean water can attend school. Improvements to the quality of the learning environment for students also include infrastructural changes, such as the construction of new classrooms and the renovation of older ones. Eight hundred and twenty-three students from twenty-four schools near Chevron's Bibiyana, Jalalabad, and Moulavi Bazar natural gas fields received stipends from the company in 2022. Sixty-four percent of the recipients were young women. When the 2022 SSC exam results were

recently released, the average pass percentage of scholarship awardees was nearly 100%, a number that hasn't been that high since the program began twenty-one years ago.



Figure 9: Development of the economy by Chevron Bangladesh

(Source: Website of Chevron Bangladesh)

SHIKHON: In 2018, Chevron and Save the Children signed a contract of three-year for a new phase of this project, under which underserved and hard-to-reach In sixty Early Primary Education (EPE) centers or one-room schools, children ages 5-7 will finish a pre-primary component and Grades I and II. Once they reach that point, they will be ready to enter the formal education system in Bangladesh. There will be a total of 1,800 parents involved with the SHIKHON project, together with 60 educators from the EPE centers and 660 members of the community.

A groundbreaking collaboration between Chevron Bangladesh and Chittagong's Asian University for Women (AUW) was established in 2019. This summer, 61 of Bangladesh's top female secondary school students were selected to participate in an intensive five-week program focused on Science, Math, and Technology at the AUW Math and Science Summer School, which is managed by Chevron. STEM fields: science, technology, engineering, and mathematics. Students were given the tools they needed to succeed in STEM-related post-secondary education and employment during the summer program.



Figure 10: SHIKHON project by Chevron Bangladesh

(Source: Save the Children Website)

3.3.3 Healthcare

Since 2006, Chevron Bangladesh has helped fund two Smiling Sun (Surjer Hashi) clinics next to Chevron's Bibiyana Gas Plant. This is part of USAID's decades-long effort to speed up health care for everyone in Bangladesh. These clinics help Chevron fulfill its promise to provide roughly 100,000 low-cost yet high-quality health services to the surrounding communities every year. The 'Smiling Sun' clinic system has evolved from an NGO health administration delivery program to a social endeavor over the course of multiple cycles. Chevron has participated in additional medical initiatives, such as funding free cleft lip and palate operations in Bangladesh through Rotaplast International missions from 2011. Moreover, since 2006, they have been undertaking Water, Sanitation & Hygiene initiatives for the Greater Sylhet populations, spread of tube wells to facilitate easier access to clean water, irrigation systems, and latrines.

As part of Rotaplast International's mission, 70 patients (mainly children) living near Chevron's Jalalabad Gas Plant had free reconstructive surgery in 2019 to treat cleft lips, cleft palates, and other facial deformities and burns. The ten-day mission was co-sponsored by Chevron, the Rotary Club of Jalalabad, and a local hospital. More than 25 volunteers participated in this operation in Sylhet. There were plastic surgeons, anesthesiologists, pediatricians, speech pathologists, orthodontists, and nurses on the team. The relationship between Chevron and Rotaplast began in 2013. Through this relationship, over 500 patients have had over 570 life-altering procedures since then.

During the winter season, they also distributed blankets to the poorest members of society. Around their field facilities in Sylhet, 515 blankets have been provided. In contrast, they provided over 200 blankets to several Dhaka schools in mid-February 2020. The staff have also contributed significantly to the blanket distribution procedure. During the harsh and frigid winter, Chevron Bangladesh took a commendable move to assist the less fortunate members of the community.



Figure 11: Contribution in Health Sector by Chevron Bangladesh

(Source: Website of Chevron Bangladesh)

3.3.4 Chevron's Tree Plantation Drive

As part of its continuous environmental stewardship efforts, Chevron has participated in tree-planting campaigns since 2005. Nearly the past fourteen years, over 137,000 timber-bearing, fruit-bearing, and medicinal seedlings have been planted near its three gas facilities in the country's northeast. Chevron also supports a variety of corporate social responsibility projects in the areas of education, health, and economic development for the surrounding community.

Chevron Bangladesh recently held tree-planting events in Ashulia, Dhaka, in different places. Chevron's Jalalabad and Moulavi Bazar Gas Plant Superintendents sparked off the events. The Registrars of Daffodil International University and Eastern University, as well as Chevron employees, were also there. The events were put on with the help of the Bangladesh chapter of Chevron's XYZ Network, which is a group of employees. In June, for World Environment Day, the first tree-planting event of the year was held.



Figure 12: Tree Plantation Program in Daffodil International University

(Source: Photo Captured by Me)

3.3.5 Employee Engagement at Chevron

Chevron employees from all over the world, especially Chevron Bangladesh, are actively participating in voluntary activities that enhance education, conduct fundamental necessities, generate new commercial prospects, and consummately build networks where we work. There are two employee networks in Bangladesh that are doing good work in the communities where XYZ does business. They have participated in numerous projects, including blood donation, the distribution of warm clothing and blankets, aid on the floor, school support, and the construction of the Bibiyana friendship bridge.



Figure 13: Bangladeshi employees of Chevron XYZ network provide winter clothing to needy citizens

(Source: Public announcement; the website for Energy Bangla)

3.4 Taking into Account; International Benchmarks

The Organization for Economic Co-operation and Development (OECD) identifies a number of worldwide instruments that must be upheld by a company in order to keep pace with international standards for corporate social responsibility (CSR). To gauge the success of Chevron's CSR initiatives, we plan to evaluate them alongside these tools -

Accountability: This is because it's arguably one of the most crucial tools available today. The corporation must take responsibility for its actions in all areas. They may do whatever they want

in the name of CSR of the firm if they do not have to answer to anyone. This is why Chevron Bangladesh has always been so diligent about its accountability procedures. Each worker reports directly to a director in their assigned division. Once again, the company's president is responsible for holding the board of directors to account. Finally, the ASBU has the authority to hold the President responsible for his administration's actions. As a result, there can be no room for doubt in regards to Chevron Bangladesh's responsibility.

Business Conduct: This section typically discusses upholding ethical standards and keeping open communication in the workplace. Every firm must always act in an ethical manner. There has been no finding of guilt leveled against Chevron Bangladesh on account of their moral or transparent business practices as of yet.

Involvement in the Community: It is well known that 95% of Chevron Bangladesh's staff is made up of residents. This is a strong indication that they have put in a lot of time practicing this instrument. The Greater Sylhet neighborhood surrounding their gas fields is also a focus of their corporate social responsibility (CSR) initiatives. One of the most important tools of CSR efforts, community involvement is evident here. Moreover, they always take into account the thoughts of other workers before making a move that could affect the business negatively.

Environment: To safeguard both people and the planet is key to Chevron's mission. They place a premium on the well-being of their employees and the preservation of the natural ecosystems in which they work. Chevron Bangladesh's gas resources are operated in a sustainable manner that causes no harm to the local ecosystem.

Workplace Relations: Chevron Bangladesh believes that in order to succeed in business, you must have the support of every one of your staff. You won't be able to run your company as you would like if your employees are unhappy. As a result of this, they prioritize the welfare and their own safety employees above all and constantly look out for their well-being. This strengthens labor relations between the company and its employees, which in turn gains the organization the respect of its employees.

3.4.1 National Voluntary Guideline

In order to fulfill its Social, Environmental, and Economic Responsibilities, a company must adhere to a set of principles laid out in the national voluntary standards. A number of them will be discussed, and comparisons will be made to Chevron Bangladesh.

✚ Organizational behavior and governance ought to be guided by the principles of ethics, transparency, and accountability:

This guiding concept emphasizes honesty, openness, and accountability in all company dealings. The Chevron branch in Bangladesh has a long history of responsible business practices. In every situation, they've operated with integrity. They have always been honest and accountable to the appropriate authorities regarding their operations.

✚ Companies have a responsibility to supply products and services that are risk-free and beneficial to sustainability over their entire life cycles:

The company should structure its activities and capacities in a way that boosts both the company's financial success and its contribution to the community. In Greater Sylhet, near the gas fields where Chevron operates, the company has pushed hard to improve the standard of living for locals. Some of the areas they are concentrating on are education, healthcare, and economic growth. In turn, this increases their capacity for meaningful social impact.

✚ Human rights should be respected and supported by businesses:

A business should protect, promote, and care about human rights because they are one of the most important things a person needs. Chevron tends to be very aware of both the people and the environment where they do business. Their main goal is to keep people safe and keep the environment safe. Nothing is more important than the rights of the people. They care a lot about respecting and promoting human rights no matter what.

✚ Businesses need to advertise the health of every worker:

Chevron is most concerned with the welfare of its employees. They adhere to particular work ideas, such as "do it correctly or don't do it at all" and "there is always time to do it right." These ideas are utilized to prevent employees from experience stress at work. If they are feeling ill, they can always take a break and finish the work the next day when they are healthy again.

✚ Companies have a responsibility to preserve and improve environmental quality:

According to this guiding philosophy, a company's priority should be to ensure the long-term health of the environment, as doing so is crucial to both its bottom line and to society at large. Chevron Bangladesh's gas resources are cared for in a completely environmentally responsible manner. With a focus on safety, they produce gas in a way that doesn't endanger their citizens or the natural world. In 2018, the energy ministry also recognized them as the finest country's largest natural gas producer (private sector).

✚ Enterprises should actively engage with the inclusive growth imperative:

Growth that is fair and includes everyone helps the business grow. Chevron Bangladesh has an inclusion policy in place. One of their guiding principles is doing business in a way that benefits everyone. One way in which Chevron Bangladesh is working toward its diversity and inclusion aim is through its partnership with AUW's Summer Science School. Since then, there has been a marked increase in the number of young Bangladeshi women majoring in STEM disciplines.

Make business work for people and planet



Figure 14: Corporate Responsibility – Social and Environmental

(Source: Corporate Responsibility AU Website)

3.4.2 CSR's Overarching Structure

So far, we have endeavored to concentrate on various CSR standard criteria and determined that Chevron Bangladesh is effectively adhering to them. At this level, we will attempt to outline the structure that must be adhered to before attempting to undertake a CSR activity outlined by IISD and collaborating with Chevron Bangladesh.

Conducting CSR evaluation:

This section focuses mostly on establishing a team in charge of CSR and defining CSR through evaluating business documentation, processes, and activities. The Community Engagement team of Chevron Bangladesh is primarily responsible for the organization's CSR initiatives. They handle their activities effectively within the framework of corporate social responsibility. First, they attempt to develop a concept for social investment that may be used to stimulate the economy. Then, they attempt to identify any associated hazards and methods for mitigating them.

Formulate a CSR plan:

In this section, they attempt to design a plan based on the present condition of market and requirement on desired investment industry. Following the survey, they prepare a plan for executing the strategies they have identified. Lastly, the section focuses on the direction, strategy, and focal area.

Follow through on CSR pledges:

All of the planning that has gone into this will be for naught if the company does not follow through on its CSR pledges. Chevron Bangladesh makes every effort to weigh the benefits and drawbacks of potential projects before committing to them. Every step of the way, they think through the possible outcomes of their actions and make plans appropriately. Since this is the case, all of their CSR initiatives to far have been highly productive and fruitful.

Check on progress and report on it:

Once the project is up and running, it's important that the progress on it is recorded and kept for future use. Chevron Bangladesh's projects have turned out to be very successful. Because of this, the Jibika project has already started its third phase in 2021, even though its first and second phase was a success. Keeping track on the status of these matters is crucial. Because it helps determine whether the program should be continued or done differently.

Assessment and enhance:

After receiving the news that the program is a success, we must regularly evaluate the project and look for methods to expand our operations. As seen, Chevron Bangladesh has expanded its CSR operations to include economic growth, education, and medical needs. They are analyzing their present initiatives regularly and implementing essential modifications to enhance and extend them.

3.5 Summary and Conclusion

It's no secret that Bangladesh is on the rise. After its freedom in 1971, it made significant strides toward development and progress. People in this country now enjoy a greater quality of life than ever before. In terms of education, healthcare, and economic growth, they have excelled. However, Chevron Bangladesh's CSR activities have provided a significant boost to growth and development in these areas.

Chevron Corporation is not just perhaps the largest company in the global energy industry, but also one of the best companies in the world. Chevron Corporation works hard to maintain its success rather than relying on its accomplishments for its success. They constantly strive to implement the best practices and maintain a learning environment. Protecting their values is their top priority, and this priority can be seen in the interactions they have on a daily basis. In addition, Chevron has contributed positively to Bangladeshi society by exceeding the requirements set by the government and cooperating with the country's energy sector on a significant scale. Last but not least, Chevron's operations in the CSR sector have been remarkably successful and in line with the global standards of CSR.

I first came across this problem throughout my internship, where I was exposed to "The Chevron Way" and was able to keep a direct record of a workplace where empowerment is more than just a buzzword but rather a core value. As a major partner in Bangladesh's energy sector, Chevron has also been a positive contributor to Bangladeshi society through its compliance with and moral work above and beyond what is required by the State.

As I've already indicated, Chevron Bangladesh has taken steps to attempt and provide for the fundamental necessities of life for the poor in our country. Keeping this in mind, they have continued their good job for the past 25 years, that has made a big difference in the economic development of our country.

Since I've previously made the comparison between Chevron's actions and CSR norms around the world, I can confidently say that they meet or exceed these norms. Their efforts in the area of corporate social responsibility have proven to be quite successful. Many people's lives were affected, and countless of people benefited from it.

3.6 Recommendation

To put it simply, Chevron is a large energy company business and among the top six oil companies in the world. The company has reached the mature stage when its tactics are consistent with its vision and mission. As a result of their many strengths, Chevron is able to make up for their relatively few flaws in the market. While doing this research, I learned a great deal about Chevron Bangladesh's corporate social responsibility (CSR) initiatives and the positive impact they are having on the health, education, and economic development of Bangladesh. Having completed my internship with the largest international oil company in Bangladesh has been a tremendous learning experience for me.

I firmly believe that Chevron Bangladesh will continue its CSR initiatives like it has done for many years. In addition, they should prioritize expanding the scope of their CSR investments here. Even while they are already concentrating on the areas which require the most remark, it would benefit all of us in case they expanded the scope of their CSR operations, that would have an even greater impact on our economic progress.

Additionally, additional employees are needed at different stages of the project in departments that primarily program planning, expansions, and other operations. Every month of the current year, the project's state is fully understood by the department in charge, as is the date on which the required personnel will be needed. Finally, the director should design a standard priority system' so that there is no internal dispute amongst the teams and the process runs smoothly.

By doing so, they will be contributing to the development and success of Bangladesh in the not-too-distant future, which is also in keeping with their motto, which is "moving Bangladesh forward together."

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3.8 Appendix Questionnaire

1. Does Chevron have social and environmental sustainability responsible team?
2. Does your company publish a CSR/sustainability report?
3. Are the operations of all your company sites included in that report?
4. Does your company have a Code of Conduct in place?
5. Do you organize training sessions to enhance the understanding of CSR/ Sustainability?
6. How does your company participate in any voluntary CSR/ sustainability initiatives?
7. Is there a written environmental policy in place at your organization that includes a commitment to legal compliance, continuous measurement, and continual improvement in environmental performance?
8. What are the Chevron's ongoing project for socially responsible practices?
9. With how many international organizations Chevron is collaborating?
10. Tell us something about your supplier category that is covered by your CSR/ Sustainability Requirement.