

# human rights

**ExxonMobil**

Taking on the world's toughest energy challenges.™



“All human beings are born free and equal in dignity and rights.”

**U.N. Universal Declaration of Human Rights**

## energy and human rights

Energy – in all of its forms – is critical to economic growth, development, and social welfare. From the world’s most modern cities to the smallest communities in developing countries, reliable access to affordable energy is necessary to drive long-term economic and social progress.

ExxonMobil’s primary role in society is to provide reliable energy supplies to people around the world while balancing economic growth, environmental concerns, and social development.

We explore for and produce oil and natural gas in dozens of countries spanning almost every continent, and our more than 80,000 employees operate facilities and market products in some of the most complex economic, social, and political environments in the world.

As with most global companies, our role in helping to address social challenges has expanded over the years. Beyond the products and services we provide, ExxonMobil works with host countries to help advance a range of community projects that include national infrastructure, local health care, education, and workforce development.

Our objective is consistent: to work with responsible stakeholders to be a positive influence in the communities where we operate. We believe the best way to do so is through open communication and a fundamental respect for individuals and diverse cultures.

ExxonMobil’s approach to promoting respect for human rights, demonstrated in our work internally and with various external stakeholders, has several core elements:

- **Internal culture and expectations:** *Our Standards of Business Conduct, our Framework on Security and Human Rights, and our training on human rights issues support an internal culture and set expectations for our employees’ decisions and actions.*
- **Universally recognized principles:** The spirit and intent of the *Universal Declaration of Human Rights* and the International Labor Organization (ILO) *Declaration on Fundamental Principles and Rights at Work* are reflected in our approach.
- **Engagement and collaboration with stakeholders:** Because engagement and collaboration among stakeholders is critical, we actively participate in international initiatives such as the *Voluntary Principles on Security and Human Rights* and the *Extractive Industries Transparency Initiative*.
- **Building local economic capacity:** Our work includes helping to build local economic capacity by providing jobs, offering workforce training and development, and assisting with critical social needs such as education and health care.

These core elements form the foundation of ExxonMobil’s commitment to human rights. More detail on these elements and our activities appear below and in our annual Corporate Citizenship Report, which can be viewed at [www.exxonmobil.com](http://www.exxonmobil.com)

# human rights

ExxonMobil's support for human rights is consistent with the spirit and intent of the U.N. *Universal Declaration of Human Rights*. The *Universal Declaration*, founded on the belief that "all human beings are born free and equal in dignity and rights," was developed as a unifying testament to the core values – equality, justice, fairness, and dignity – that should be protected by the rule of law. It covers civil and political rights, as well as economic, social, and cultural rights.

In addition to the U.N. *Declaration*, ExxonMobil supports the principles in the International Labor Organization *Declaration on Fundamental Principles and Rights at Work*. These principles include:

- Freedom of association and effective recognition of the right to collective bargaining
- Elimination of all forms of forced or compulsory labor
- Effective abolition of child labor
- Elimination of discrimination in respect to employment and occupation

ExxonMobil's beliefs and activities are also consistent with the policy framework outlined in the 2008 report of Harvard Professor John Ruggie, the U.N. Special Representative on Business and Human Rights. That framework recognizes the distinctly different roles of governments and business with regard to human rights – the governments' duty to protect against human rights abuses and the corporate responsibility to respect human rights.

## *Setting Internal Expectations*

ExxonMobil is a global company that touches the lives of millions of people around the world every day. We have incorporated the values of the U.N. *Declaration* and the ILO *Principles* into our business through the policies and practices that govern our management and operations, our investments and contributions, and our community commitments and partnerships.

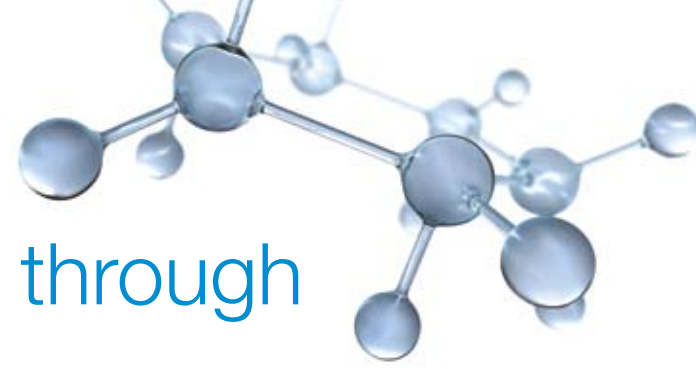
This commitment starts internally by setting expectations and defining the policies and practices that we expect employees to follow.

Our *Standards of Business Conduct* establishes a common set of ethical practices for all ExxonMobil employees in all of our operations. The *Standards*, which we monitor and enforce, include the core policies (such as ethics, safety, and equal employment opportunity) to which we hold ourselves accountable and express the principles that guide our relationships with shareholders, customers, employees, and communities. No one at ExxonMobil has authority to make exceptions or grant waivers with respect to the *Standards*. Comprehensive training programs help ensure that employees understand and are prepared to comply fully with the *Standards of Business Conduct*.

Beyond the *Standards*, we have also provided dedicated human rights awareness training to appropriate management and staff in our operations.

ExxonMobil operates in some of the world's most complex economic, social, and political environments. Our success depends on our ability to engage and collaborate with governments, civil society, NGOs, community leaders, and others to identify and manage issues of mutual interest and concern.





# addressing challenges through external engagement

As a company with oil and gas operations in dozens of countries across nearly every continent, ExxonMobil can face issues involving security, revenue transparency, and community concerns.

## *Security and Human Rights*

Security is a fundamental need shared by individuals, communities, businesses, and governments alike. In the context of extractive industries, security issues relate to the protection of natural resources and associated facilities. In some cases, the host government assigns its own security forces to protect these assets. In other cases, companies contract with private security guards to provide these services. Safeguarding company personnel and property is a critical function in our operations, and we are committed to doing so in a manner that respects human rights and fundamental freedoms.

We believe strongly in the role that voluntary multi-stakeholder initiatives can have in advancing progress on human rights. We have been an active participant in the *Voluntary Principles on Security and Human Rights*, a forum that provides an opportunity for discussions and information sharing among companies in the extractive sector, governments, and NGOs on issues related to security and human rights.

To help implement the *Voluntary Principles*, ExxonMobil's *Framework on Security and Human Rights* provides a comprehensive set of expectations to our majority-owned operating affiliates. It provides detailed guidance on how to manage interactions with both host government-assigned security and private security providers. The *Framework* provides guidance on working with host government security personnel, memorandums of understanding regarding host country government-assigned security personnel, approaches for interacting with private security providers, and sample reporting and recordkeeping templates.

ExxonMobil recognizes that governments have the power and duty to enhance and protect the rights of their citizens. We also believe that our company has both the opportunity and the responsibility to play an important role in promoting the rights of people in the communities in which we operate.

## *Transparency – Anti-Corruption and Human Rights*

With good governance and accountability, the value generated from the natural resources of a country can flow to its people – providing a better standard of living and increasing opportunities for its citizens. Transparency initiatives are designed to increase disclosure of financial information, with the goal of greater accountability by governments on how they spend revenues.

As part of our commitment to honest and ethical behavior, ExxonMobil is an active participant in transparency and anti-corruption programs. These programs include multi-sector transparency initiatives such as the Group of Eight (G-8) initiative and the Extractive Industries Transparency Initiative (EITI) – which is a coalition of governments, companies, and civil society that has been at the forefront of encouraging governments to disclose the revenue they receive from oil, gas, and mining operations.

Both the G-8 initiative and EITI are aligned with our commitment to sound corporate governance and high ethical standards wherever we do business.

## *Additional Engagement and Consultation Efforts*

ExxonMobil also engages with a variety of external groups on issues of mutual concern and interest as part of our goal to foster mutual understanding, trust, and cooperation on key issues.

- We engage in extensive consultations with communities that may be affected by our operations. We conduct risk assessments and take care to establish effective community relations programs to identify areas that may need additional attention to ensure a successful project.
- We participate actively in business associations such as the International Petroleum Industry Environmental Conservation Association, U.S. Council for International Business, International Association of Oil & Gas Producers, Business for Social Responsibility, and International Business Leaders Forum. Through meetings, conferences, and publications, we work with these organizations to provide information and develop guidance on critical human rights issues.
- Ongoing dialogues with stakeholders provide a venue for our senior executives and stakeholders to discuss topical issues ranging from climate change to human rights.

# partnering with communities to improve human rights

Making the most of energy resources is about more than oil and gas production – it is about creating and delivering sustainable, long-term benefits to local communities. ExxonMobil works to create a positive and lasting social impact in the countries and communities in which we operate.

ExxonMobil operations strengthen economic growth through investment, employment, and the purchase of local goods and services. Our community investment activities include enhancing health conditions, improving education, and expanding opportunities for women and girls, all of which help alleviate poverty, promote social progress, and increase economic growth.

## *National Content – Capacity Building*


Throughout the full lifecycle of our projects around the world, we believe we have a responsibility to help develop human, social, and economic capacity in a way that benefits the people, communities, and the economic vitality of our host nations over the long term. We call this commitment our “National Content” strategy. It includes the three following key components:

- **Workforce development:** Equipping local people with the technical and professional skills they need to be internationally competitive.

- **Supplier development:** Investing time, people, and resources to develop local companies, form a competitive industry base, and provide high-quality local goods and services.
- **Strategic community investments:** Supporting health, education, and infrastructure programs to enhance economic and social vitality.

ExxonMobil has been engaged in building National Content for decades. For us, it is a business and corporate citizenship approach. Our business benefits from a pool of more-highly trained employees and an expanded supplier base that has an understanding of local business and operating environments. Communities benefit through increased infrastructure, jobs, education, and economic vitality.

We stand ready to work together with host governments around the world to develop effective ways to expand and enhance National Content.



ExxonMobil Oil Indonesia (EMOI) has a Memorandum of Agreement with BPMIGAS (the national agency responsible for oil and gas operations) to specify several human rights expectations for assigned government security in the Aceh province where EMOI operates.

Our commitment to expanding and enhancing local capacity is evident in places such as Angola, where local suppliers have significantly increased their capabilities to perform work required for complex projects. For example, expenditures on local goods and services increased from \$500 million on the Kizomba A project to \$1.5 billion for the Kizomba C project.

#### *Strategic Community Investments*

ExxonMobil has a long and proud tradition of partnering with local institutions, NGOs, governments, and development agencies to help improve health, education, infrastructure, and opportunities for women and girls. Through the ExxonMobil Foundation, we provide grants to fund projects in our two signature initiatives – the *Africa Health Initiative* and *Educating Women and Girls Initiative*.

- **Africa Health Initiative.** ExxonMobil has had a presence in Africa for over 100 years, and we have felt first hand the devastating human toll that malaria has inflicted on communities. Since the inception of the *Africa Health Initiative* in 2000, we have invested over \$50 million to support efforts to fight malaria through disease prevention, control, and treatment programs. In 2008, we awarded \$14 million in grants to support projects such as *NetsforLife*. The distribution of long-lasting, insecticide-treated bed nets has impacted 544,500 people in Angolan and Nigerian communities with a high prevalence of reported malaria cases. Through 2008, *NetsforLife* has distributed one million bed nets in 15 African nations – and estimates that these bed nets have saved the lives of about 27,000 children. Our support is more than financial. We are actively partnering with governments and agencies in affected countries, enabling them to combat malaria with the same disciplined, results-based business practices that ExxonMobil employs in its global operations.

- **Educating Women and Girls Initiative.** Research demonstrates that investing in the education, training, and leadership of women and girls delivers high returns for economic and social development, including lower infant and child mortality rates, disease prevention, women's empowerment, and higher income and productivity rates. The ExxonMobil Foundation's *Educating Women and Girls Initiative* aims to equip women and girls in developing countries with the resources they need to fulfill their economic potential. The Foundation has made grants totaling almost \$20 million to provide women with training, resources, and support structures to help them drive economic and social change in their communities. We have supported programs in Angola, Chad, Egypt, Equatorial Guinea, Indonesia, Kazakhstan, Mexico, Nigeria, and Qatar. We have continued our support for the Centre for Development and Population Activities' *Global Women in Management Program*, which helps strengthen program and financial management skills of women managers working in community organizations in developing countries.

For more information on ExxonMobil and Human Rights, please visit our website: [www.exxonmobil.com](http://www.exxonmobil.com)

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Actual future conditions (including economic conditions, energy demand, and energy supply) could differ materially due to changes in technology, the development of new supply sources, political events, demographic changes, and other factors discussed herein (and in Item 1 of ExxonMobil's latest report on Form 10-K). This material is not to be reproduced without the permission of Exxon Mobil Corporation.

indigenous peoples

U.N. declaration

transparency

security

workforce development

capacity building

partnerships

collaboration

training

health

engagement

national content

standards of business conduct

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