

## ExxonMobil's VIPs

ExxonMobil's Volunteer Involvement Programme (VIP) is not just about employees. It's about their families, their neighbours and their communities.



Unlike many corporate programmes that support staff who donate their time, talent and energy to charities and non-profit organisations, VIP is open to the families of ExxonMobil employees (even dependent grandparents). It may even be unique in this respect. Charities Aid Foundation (CAF), which administers the scheme, knows of no other like it.

By providing contributions to the organisations supported by employees and their families, the company encourages and recognises their efforts.

VIP - created in 2002 - embodies one of ExxonMobil's core guiding principles which is to be a good corporate citizen in all the places it operates worldwide. Around the world, ExxonMobil bases its programme of community support on what local communities both want and need.

VIP takes this one step further by recognising the commitment of employees and their families who volunteer their time and talent for the benefit of the community.



The organisations that benefit from the programme are defined by employees and their families who can also play a role in determining exactly how the funds they secure for their chosen cause are spent. Such an outstanding level of individual involvement and responsibility is rare, and provides an incentive to see VIP succeed.



Most importantly, VIP - through the volunteers so willing to donate their own time to making it work - is making a difference to lives every day.



It's encouraging children's enthusiasm for sport, supplementing school resources with educational games, providing horse-riding therapy for disabled people, and much more.