

Statement on human rights

ExxonMobil¹ is committed to respecting human rights as a fundamental principle in its operations.

The Company strives to have a positive influence on our workforce and in the communities where it operates. ExxonMobil condemns human rights violations in any form and actively expresses these views in its engagements with governments and others.

ExxonMobil's commitment to respecting human rights is integrated into its policies, practices, and expectations and is guided by the goals of universally recognized principles, including those of the:

- [United Nations Universal Declaration of Human Rights](#)
- [2011 U.N. Guiding Principles on Business and Human Rights \(UNGPs\)](#)
- [International Labour Organization 1998 Declaration on Fundamental Principles and Rights at Work](#)
- [Voluntary Principles on Security and Human Rights](#)
- [U.N. Declaration on the Rights of Indigenous Peoples](#)
- [ILO Convention 169 Concerning Indigenous and Tribal Peoples in Independent Countries](#)

Key ExxonMobil policies, practices and expectations that incorporate elements of these principles include:

- [Standards of Business Conduct](#): Includes its "foundation policies" and expectations for the ethical conduct of directors, officers, and employees. The Board of Directors adopts and oversees the administration of these standards. Wholly owned and majority-owned subsidiaries of Exxon Mobil Corporation generally adopt policies similar to the Company's foundation policies.
- [Statement on Labor and the Workplace](#): Reinforces ExxonMobil's commitment to providing positive, productive, and supportive work environments.
- [Statement on Security and Human Rights](#): Highlights ExxonMobil's commitment to conduct business in a way that protects the security of personnel, facilities, and operations and respects human rights.
- [Supplier, Vendor, and Contractor Expectations](#): Calls for stringent compliance with anti-corruption, conflict of interest, safety, human rights and other guidelines to stay in good standing.

Wherever it operates, certain principles and expectations apply to the Company's relationships with communities, its employees, contractors, and others working on its behalf. In light of applicable laws and specific circumstances, ExxonMobil:

- Recognizes and respects employees' right to join associations and choose representative organizations for the purpose of engaging in collective bargaining in a manner consistent with applicable laws, rules, and regulations, as well as local customs as appropriate.
- Does not use forced or compulsory labor, including prison labor.
- Recruits employees and provides working conditions, including payment of wages and benefits, that comply with applicable laws and regulations.

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¹ The terms ExxonMobil or the Company as used on this page may refer either to Exxon Mobil Corporation, one or more of its divisions, or one of more of its majority-owned affiliated companies ("Affiliates"). Each separately incorporated Affiliate is responsible for management of its own affairs. The use of the term ExxonMobil when referring to such Affiliates is not intended to undermine the [corporate separateness](#) of Exxon Mobil Corporation and its Affiliates.

- Forbids the use of child labor in our workforce – all ExxonMobil employees are above the legal employment age in the country of their employment.
- Provides equal employment opportunities to individuals who are qualified to perform job requirements.
- Prohibits discrimination in the workplace.
- Identifies and manages socioeconomic, safety, security, or health risks associated with its operations that potentially affect its employees, others involved in its operations, and the public.
- Conducts business in a way that respects human rights and helps contribute to long-term, positive local economic and social development in the communities in which we operate.
- Engages with local groups and individuals regularly and provides appropriate channels for individuals or communities to raise concerns in a way that seeks to support confidentiality and non-retaliation.
- Respects property rights in the countries and communities where it operates, and seeks to avoid involuntary resettlement and to minimize the need for voluntary resettlement.
- Conducts meaningful engagements and open consultation in locations inhabited or historically used by Indigenous peoples, incorporating traditional knowledge and land-use practices into its plans and promoting community programs that respect traditions and cultures.
- Helps preserve cultural heritage by managing the potential impacts of its operations and by making culturally appropriate community investments.
- Expects its suppliers, vendors and contractors to manage activities in a manner that respects human rights.