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# 2022 VOLUNTARY PRINCIPLES ON HUMAN RIGHTS ANNUAL REPORT

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ExxonMobil

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## A. Commitment to the Voluntary Principles

A1. Public statement of commitment or endorsement of the Voluntary Principles, engagement in the Voluntary Principles Initiative, and transparency.

### Public statement from ExxonMobil Sustainability Report:

“ExxonMobil’s commitment to respecting human rights is embedded throughout our corporate policies, practices, and expectations. Our practices are guided by the goals of universally recognized human rights principles and support our integrated approach to identifying and mitigating potential human rights impacts of our activities. We strive to have a positive influence on our workforce and in the communities where we operate. ExxonMobil condemns human rights violations in any form and has actively expressed these views to governments and stakeholders in countries in which our affiliates operate. We do not utilize forced or compulsory labor in our operations and forbid the use of children in our workforce. ...Our respect for the rights of our workforce and those within the communities where we operate is embedded throughout our corporate policies, practices and expectations and reflect the spirit and intent of the United Nations Universal Declaration of Human Rights. ....” [See ExxonMobil Sustainability Report, published December 2022, Page 45, available at [exxonmobil.com](http://exxonmobil.com)]

“While ExxonMobil is not a formal signatory to the U.N. Global Compact, a voluntary corporate initiative in support of UN goals, our Standards of Business Conduct incorporate key elements of the pact. These standards include what we call our ‘foundation policies,’ and define our goals for the Corporation’s ethical conduct. The Board of Directors adopts and administers these standards, which uphold the values of human rights, labor, the environment, and anti-corruption. In addition, our wholly owned and majority-owned subsidiaries generally adopt similar policies. .... Our Statement of Principles on Security and Human Rights highlights our commitment to conduct business in a way that protects the security of personnel, facilities and operations and respects human rights. The framework guides our wholly owned and majority-owned operating affiliates on managing interactions with host government-assigned security and private security providers. It also offers guidance for documenting and reporting allegations of human rights abuses in the protection of our assets.” [See ExxonMobil Sustainability Report, published December 2022, Page 46, available at [exxonmobil.com](http://exxonmobil.com)]

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<sup>1</sup> Exxon Mobil Corporation has numerous affiliates, many with names that include ExxonMobil, Exxon, Mobil, Esso, and XTO. For convenience and simplicity, those terms and terms such as “Corporation,” “company,” “our,” “we,” and “its” are sometimes used as abbreviated references to one or more specific affiliates or affiliate groups. Abbreviated references describing global or regional operational organizations, and global or regional business lines are also sometimes used for convenience and simplicity. Nothing contained herein is intended to override the corporate separateness of affiliated companies. Exxon Mobil Corporation’s goals do not guarantee any action or future performance by its affiliates or Exxon Mobil Corporation’s responsibility for those affiliates’ actions and future performance, each affiliate of which manages its own affairs.

A.2 Examples of promoting awareness of the Voluntary Principles throughout the organization

Through training, we build understanding of human rights and awareness of potential impacts. ExxonMobil delivers human rights training annually as part of our Socioeconomic Management curriculum. We also make Computer Based Training (CBT) available for job roles and locations where awareness of human rights risks and company expectations are particularly important. In 2022, 74 personnel completed the security and human rights CBT, and 416 personnel completed the general human rights awareness CBT. More than 1,300 personnel in 31 countries have taken the training since 2019.

A.3. Examples of promoting and advancing implementation of the Voluntary Principles internationally.

Engaging and training security personnel on the *Voluntary Principles* is key to reducing human rights risks. In 2022, more than 12,000 security personnel were trained on the *Voluntary Principles* across 11 higher risk countries.

## B. Policies, Procedures, and Related Activities

B.1 Relevant policies, procedures, and/or guidelines (or any changes thereof from the previous reporting year) to implement the Voluntary Principles.

ExxonMobil implements the *Voluntary Principles* through ExxonMobil's *Framework on Security and Human Rights*. Our Statement of Principles on Security and Human Rights highlights our commitment to conduct business in a way that protects the security of personnel, facilities and operations and respects human rights. The *Framework* guides our wholly owned and majority-owned operating affiliates on managing interactions with host government-assigned security and private security providers. It also offers guidance for documenting and reporting allegations of human rights abuses in the protection of our assets. The *Framework* provides guidance on working with host government security personnel, memoranda of understanding regarding host government-assigned security personnel and approaches for interacting with private security providers.

ExxonMobil's *Operations Integrity Management System* (OIMS) provides the framework for managing safety, security, health, and environmental risks. Each operating organization is responsible for maintaining systems and practices that conform to the OIMS framework. Security and human rights expectations are included in business line OIMS systems and are assessed on a periodic basis.

B.2. Company procedure to conduct security and human rights risk assessments and integrate findings.

Our security programs are designed to be risk-based and flexible, especially given the dynamic environments in which we operate. We conduct scenario-based security risk assessments for our facilities; such assessments consider a security and human rights scenario as warranted, based on local factors. Risk assessments occur throughout the lifecycle of an asset. Frequency is based on risk exposure of the site and/or changes in local conditions.

**ExxonMobil<sup>1</sup> 2022 Annual Report to the Plenary of the  
Voluntary Principles on Security and Human Rights**

*B.3. Company procedure or mechanism to report security-related incidents with human rights implications by public/private security forces relating to the company's activities.*

Our *Framework on Security and Human Rights* establishes our expectation for all ExxonMobil affiliates to document any allegations of human rights abuses by public/private security and to report any incidents of inappropriate physical force used by security providers in the protection of company personnel and facilities.

*B.4. Company procedure to consider the Voluntary Principles when entering into relations with private security providers.*

Our standard security services contracts include provisions requiring that personnel receive training to understand and comply with the following:

- ExxonMobil's Statement of Principles on Security and Human Rights
- Local laws and regulations
- Provisions of the Universal Declaration on Human Rights
- The Fundamental Principles and Rights at Work of the 1998 International Labour Organization Declaration
- U.N. Code of Conduct for Law Enforcement Officials
- U.N. Principles on the Use of Force and Firearms by Law Enforcement Officials

These standard security services contract provisions require contractors to monitor, report, and investigate allegations of human rights abuses. Contractors are required to immediately remove any of their personnel credibly alleged to have committed a human rights abuse.

*B.5. Company procedure or mechanism to investigate and remediate security-related incidents with human rights implications by public/private security forces relating to the company's activities.*

Our *Framework on Security and Human Rights* establishes the expectation for host governments to investigate any credible allegation of human rights incidents reported by the company. This expectation is documented in a signed Memorandum of Understanding (MoU). For private security providers, this requirement is included in standard security contract language.

Security-related incidents are reported internally, and our procedures stipulate that certain actions be undertaken immediately (e.g., provision of medical assistance). Depending on the nature of an incident, our procedures include reporting to host governments.

## C. Country Implementation – 2022 Highlights

### C.1 Country Implementation: Papua New Guinea, Nigeria, Indonesia, Guyana

#### Papua New Guinea

Throughout 2022, 599 Host Government Security Forces personnel (HGSF) and 697 private security guard personnel were trained on the expectations regarding security and human rights, including newly assigned and existing personnel in support of ExxonMobil PNG Limited operations in Papua New Guinea. Training included expectations that security personnel are to strictly comply with said expectations regarding security and human rights.

On 3 October 2022, an updated version of the Memorandum of Understanding between the Royal Papua New Guinea Constabulary and ExxonMobil PNG Limited was signed by the Royal Papua New Guinea Constabulary Police Commissioner and the ExxonMobil PNG Limited Managing Director. The previous version was signed and executed in 2010. The newly updated and executed version includes an increase in allowances to HGSF deployed under the Memorandum of Understanding. Adherence to the security and human rights expectations is clearly documented in the Memorandum of Understanding and delivered through training to all deployed personnel.

#### Nigeria

During 2022, 1,527 HGSF were trained on VPSHRs including newly assigned and existing personnel in support of Mobil Producing Nigeria (MPN). Training includes strict compliance with human rights expectations and emphasizes 'buy in' from senior commanders to ensure a top-down approach.

Regular engagement / liaison with HGSFs is key to ongoing promotion of security and human rights, reinforcement of expectations, and a culture of safety. The MPN security team regularly engages on a quarterly basis across all Onshore and Offshore locations, including Police and Department for State Security (DSS), Marine, Army & Navy, and Nigeria Security & Civil Defense Corp (NSCDC). Engagement is designed to articulate and address:

1. Safety awareness and reporting with a view to increasing safety culture. 2022 saw the roll out of the HGSF Safety Awareness Campaign with the intent to drive change in a culture with high safety risk tolerances.
2. Safe driving practices.
3. Discuss and acknowledge the successes as well as the challenges.
4. Discussions on disciplinary actions and Return to Unit statistics – YE 2019 44.
5. Company provided housing, meals, and safety support across multiple locations.

The mechanisms for positive engagement included:

1. "Toolbox" talks with the security personnel.
2. Safety stand-downs and monthly meetings at all levels.
3. Site-Security Contact (SCC) direct partnership engagement with Unit Commanders on safety hazard hunts.
4. Quarterly and annual engagement with Lagos and Abuja Police commanders.

5. Offsite safety meetings to continue engagement for a holistic approach to influencing security standards.

### Indonesia

A Memorandum of Agreement (MOA) was signed in January 2012 with the Government of Indonesia's upstream oil and gas industry regulatory agency, enabling the initial deployment of HGSE in support of operations. The MOA obligates the regulatory agency to ensure that any security forces assigned to protect ExxonMobil operations understand and abide by the principles underlying several international human rights instruments. ExxonMobil's expectations regarding respect for human rights by government security forces in our areas of operation are embedded in the MOA.

The Government of Indonesia has declared ExxonMobil's production facility and related onshore and offshore facilities to be "National Vital Objects," entitling these facilities to be protected by "special security" ("Pamsus") units of the National Police's Directorate of Vital Objects Protection.

Since 2012, there has been a Cooperation Agreement between the Government of Indonesia's upstream oil and gas industry regulatory agency and Pamsus units to support EMCL onshore operations.

Since 2015, there also has been a Cooperation Agreement between the Government of Indonesia's upstream oil and gas industry regulatory agency and the Indonesian Navy, which supports effort to deter unauthorized vessels from posing a safety hazard by approaching EMCL's offshore operations.

ExxonMobil and its field security group regularly supplement the Government-provided human rights training of the Pamsus, and Navy personnel assigned to protect ExxonMobil's operations. Likewise, contract security personnel assigned to safeguard ExxonMobil's sites receive periodic human rights awareness training. ExxonMobil leverages its regular engagements with government, military, and law enforcement to promote respect for the human rights of all persons.

### Guyana

Esso Exploration and Production Guyana Ltd. (EEPGL) presently does not utilize the Guyana Security Forces (Police, Coast Guard, etc.) or any Host Government Security Force (HGSE). EEPGL routinely liaises with Guyana Security Forces in support of security intelligence and response capabilities. It is assessed that HGSEs currently lack assets to fully support waterborne activities.

Private security service providers contracted to EEPGL conduct annual refresher workshops where the VPSHR principles are presented and reviewed with the security personnel to ensure security staff are fully aware of the EEPGL expectations.

EEPGL security team maintains a close relationship and daily liaisons with the security provider. OIMS meetings are conducted monthly to ensure contracted security provider management maintains ExxonMobil programs and expectations in the forefront.

Through continuous monitoring, if issues of non-compliance are detected in the security personnel, the matter is presented to the contracted security provider management and, when appropriate, the individual(s) is removed from the security personnel. To date, issues of non-compliance have not been identified.

## ExxonMobil<sup>1</sup> 2022 Annual Report to the Plenary of the Voluntary Principles on Security and Human Rights

Expectations and focus points include expectations for security personnel, safety, harassment at work, drug and alcohol use, incident reporting, background checks, use of force, and safe travel practices. With EEPGL security team support, the contract security provider's management team has improved in its capabilities to support this growing program and implemented ongoing training and discussions, management site visits and walkthroughs to ensure expectations are being met.

EEPGL supported the contract security provider in its efforts to embrace a diverse workforce, considering skills rather than race or gender.

### D. Plans and Opportunities

#### D.1. Plans or opportunities to advance the Voluntary Principles for the organization.

ExxonMobil affiliates continue to actively engage with evolving international initiatives and continue to seek opportunities to advance understanding of security and human rights throughout their organizations, and to promote respect for human rights in the countries in which they operate.

Two Voluntary Principles Computer Based Trainings (CBT) were developed and made available globally. The first CBT, *Human Rights Awareness* is designed to provide personnel with a deeper understanding of human rights and how they relate to your work and describe what to do if you encounter a potential human rights issue or violation. This CBT is available for all Company personnel. The second training is *Expectations for Host Government Security Deployment*. This training is designed to increase understanding of ExxonMobil's external human rights commitments, the expectations for managing security relationships and what rights are associated with deploying Host Government Security Forces. The training was designed for business leaders in higher risk countries. Completion of the training is tracked and reported annually.

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This report focuses primarily on ExxonMobil's operations from January 1, 2022, through December 31, 2022. Any reference to ExxonMobil's support of, work with, or collaboration with a third party within this report does not constitute or imply an endorsement by ExxonMobil of any or all of the positions or activities of such third party. All statements are based on management's knowledge and reasonable expectations at the time of publication. We do not undertake to provide any updates. Please see ExxonMobil's Sustainability Report and other information available at [exxonmobil.com](http://exxonmobil.com), including important cautionary information.