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# **2024 VOLUNTARY PRINCIPLES ON HUMAN RIGHTS ANNUAL REPORT**

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**ExxonMobil**

2024

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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\*:

Our commitment to respecting human rights is embedded throughout our corporate policies, practices, and expectations. We are guided by the goals of universally recognized human rights principles as we identify and mitigate the potential impacts of our activities.

- We strive to have a positive influence on our workforce and in the communities where we operate.
- We condemn human rights violations in any form, and we actively express these views in our engagements with governments and other stakeholders.
- We do not use forced or compulsory labor in our operations, and we forbid the use of child labor in our workforce.

We are committed to respecting human rights as a fundamental principle in our operations. Our approach is guided by the goals of universally recognized principles, which are integrated into our policies, practices, and expectations, and regularly reinforced through training. Our human rights efforts reflect the spirit and intent of the United Nations Universal Declaration of Human Rights... "Defining our expectations for ethical conduct, our Standards of Business Conduct include our "foundation policies" and incorporate key elements of the U.N. Global Compact. The Board of Directors adopts and oversees the administration of these standards, which uphold the values of human rights, labor, the environment, and anti-corruption. Wholly owned and majority-owned subsidiaries of Exxon Mobil Corporation generally adopt policies similar to the Corporation's foundation policies, and these foundation policies collectively express expectations for directors, officers, and employees.... 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..." [\*For more see ExxonMobil's 2025 Sustainability Report, available at [exxonmobil.com](https://www.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

Human rights training is available to all employees globally to build an understanding of human rights topics and an awareness of risks. Human rights is also included as a core element of our socioeconomic management training offered in an instructor-led training environment.

Highlights of our human rights training in recent years:

- Over the past several years, human rights awareness training has been available to our employees, including professionals in the procurement function, to improve their understanding of human rights issues and awareness of potential human rights risks. Since 2016, more than 1,700 procurement employees have received tailored training on this topic.

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

We help train security providers on the goals of the VPSHR and provide targeted training for ExxonMobil personnel in global affiliates where host government security forces are engaged. The training focuses on our expectations for host government security deployment, including identification of the risks of security-related human rights impacts in communities.

Engaging and training security personnel on the *Voluntary Principles* is key to reducing human rights risks. In 2024, more than 10,500 security personnel were trained on the *Voluntary Principles* across 12 higher risk countries. Since 2016, we have supported the development and delivery of training on the *Voluntary Principles* to more than 70,000 security service providers and members of government security forces.

## 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 [<https://corporate.exxonmobil.com/-/media/global/files/sustainability-report/2024/statement-on-security-and-human-rights.pdf>] 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.

*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 contracts for security services include provisions, where appropriate, requiring training for security personnel on expectations and responsibilities associated with one or more of the goals articulated in international principles, local laws and regulations:

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

These standard security services contract provisions also require contractors to monitor, report, and investigate credible allegations of human rights abuses and 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 – 2023 Highlights

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

#### Papua New Guinea

In February 2023, a State-of-Emergency for the Highlands in Papua New Guinea, was declared by the PNG Government, which enables the call-out of the Papua New Guinea Defence Force (PNGDF), to deploy in a civil capacity to support the Royal Papua New Guinea Constabulary. The PNGDF deployed under the Memorandum of Understanding (MoU) to the Highlands of Papua New Guinea and continue to be deployed under the auspices of that call-out.

In 2024 the majority of the Host Government Security Forces (HGSF) units deployed to the ExxonMobil Papua New Guinea Ltd. (EMPNG) area of operations in the Highlands were not replaced for extended periods resulting in a reduction in the number of total personnel deployed. There was also a drawdown of EMPNG active work areas in the Highlands with an associated decrease in the number of HGSF personnel and contracted guard force deployed.

As a consequence there was a reduction in the number of HGSF and contracted guard force personnel trained in Voluntary Principles compared to the previous reporting period. Throughout 2024, 322 HGSF personnel and 938 contracted guard force personnel received mandatory Voluntary Principles training.

Initial consultations took place with representatives from the Voluntary Principles Initiative to discuss setting up a Voluntary Principles In-Country Working Group (Working Group) in Papua New Guinea. The Working Group aims to enhance the implementation of the Voluntary Principles at the country level by fostering better coordination and engagement between Government, NGOs and Corporations. EMPNG looks forward to working closely with the Working Group to support the VPI framework in Papua New Guinea.

#### Nigeria

Nigeria Security Services went through a significant organizational change which reviewed right-sizing HGSF, using a “fit for risk” approach and resulting in a reduced headcount. Throughout the year 1,600 HGSF were trained on VPSHRs. Training includes emphasis on strict compliance with human rights expectations and ‘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 Esso Exploration and Production Nigeria Limited (EEPNL) security team increased engagement levels 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 adherence to VPSHR and address using the following mechanisms.

## ExxonMobil<sup>1</sup> 2024 Annual Report to the Plenary of the Voluntary Principles on Security and Human Rights

1. Increased testing of HGSF understanding of VPSHR and response to facility agitation and threat response to reinforce adherence by all through regular drills conducted at all sites.
2. Increased HGSF Leadership engagements using local security sources and HGSF Lagos-based Manager
3. Discuss and acknowledge the successes as well as the challenges.
4. Discussion collaboration on disciplinary actions to ensure a holistic, layered approach to security.
5. Company provided housing, meals, and safety support across multiple locations.

### 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 HGSF in support of operations. The MOA obligates the regulatory agency to ensure that any security forces assigned to protect ExxonMobil Cepu Limited (EMCL) 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

ExxonMobil Guyana Ltd (EMGL) (formerly known as Esso Exploration and Production Guyana Limited) presently does not utilize the Guyana Security Forces (Police, Coast Guard, etc.) or any Host Government Security Force (HGSF). EMGL routinely liaises with Guyana Security Forces in support of security intelligence and response capabilities.

Private security service providers contracted to EMGL conduct annual refresher workshops where the VPSHR principles are presented and reviewed with the security personnel to train security staff on EMGL expectations.

## ExxonMobil<sup>1</sup> 2024 Annual Report to the Plenary of the Voluntary Principles on Security and Human Rights

EMGL security team maintains a close working relationship and daily liaisons with the security provider. OIMS meetings are conducted monthly in an effort to verify the 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) will be removed from the security personnel. To date, issues of non-compliance have not been identified.

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 EMGL 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 so that expectations are being met.

EMGL 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.<sup>1</sup>

Human rights training continues to be available to all employees globally to build an understanding of human rights topics and an awareness of risks. Human rights is also included as a core element of our socioeconomic management training offered in an instructor-led training environment. Voluntary Principles topics are included as part of the *Human Rights Awareness CBT*, which is designed to provide personnel with a deeper understanding of human rights and how they relate to their work and describe what to do if they encounter a potential human rights issue or violation. This CBT is available for all Company personnel. Additionally, the *Expectations for Host Government Security Deployment* training is designed to increase understanding of ExxonMobil's external human rights commitments, the expectations for managing security relationships and host government security deployment, including identification of the risks of security-related human rights impacts in communities. The training was designed for business leaders in higher risk countries. Completion of the training is tracked and reported annually.

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<sup>1</sup> This report focuses primarily on ExxonMobil's operations from January 1, 2024, through December 31, 2024. 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.