Business and Human Rights Centre

US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

ConocoPhillips

Indicator	Finding - July 2025	Source	Source Link	Yes/no change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	"We commit to respecting the human rights of all people and will conduct business consistent with the human rights philosophy expressed in the Universal Declaration of Human Rights (UDHR) and the International Labour Organization Declaration on Fundamental Principles and Rights at Work. Our approach is informed by the UN Guiding Principles on Business and Human Rights."	Human Rights Position	https://www.conocophillips.com/sustainability/integrating-sustainability/sustainable-development-governance/policies-positions/human-rights-position/	No change	
Human rights policy - ILO Core Labor Standards	See above			No change	
Forced labor & prison labor	"We regularly communicate with our suppliers regarding our expectations, and in 2024 we specifically reached out to remind them of their obligations under Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, providing them with resources and contact details. These communications serve to remind suppliers of their responsibility to prevent and mitigate risks of forced labour and child labour, directly or indirectly, in the provision of their goods or services to	Fighting Against Forced Labour and Child Labour in Supply Chains Act, p.7	https://static.conocophillips.com/files/resources/2024-fighting-against-forced-labour-and-child-labo.pdf	No change	
Human rights defenders & civic space	No evidence			No change	
Gender equality and women's empowerment	"The Company's policy is to provide equal employment opportunity for all qualified persons without regard to race, color, religion, sex, sexual orientation, national origin, age, disability, veteran status, gender identity or expression, genetic information, or any other legally protected status. The Company will comply with the letter and spirit of applicable local, state, federal and country law concerning equal employment opportunity. More specifically, this means the Company will not participate in nor condone any unlawful discrimination of any kind."	Equal Employment Opportunity (EEO) Policy	http://hrcpdocctr.conocophillips.com/Documents/HR-documents/Equal_Employment_Opportunity_Policy.pdf	No change	
Indigenous Peoples	"The company's approach to engagement with indigenous communities, in locations where they are an important stakeholder group for our operations, is consistent with the principles of the International Labour Organization Convention 169, concerning Indigenous and Tribal Peoples, and the United Nations Declaration on the Rights of Indigenous Peoples."	Human Rights Position	https://www.conocophillips.com/sustainability/integrating-sustainability/sustainable-development-governance/policies-positions/human-rights-position/	No change	
Natural resources					
Conflict minerals	No evidence			No change	
Land rights	See Indigenous Peoples			No change	
Free, Prior, and Informed Consent (FPIC)	See Indigenous Peoples			No change	
Living wage					
Living wage, own operations	No evidence			No change	
Living wage in supply chain	No evidence			No change	
Human rights due diligence and supply chain					

Process for assessing human rights risks and impacts	"We perform high-level human rights risk assessments in our global operations to evaluate potential human rights issues... ...Consistent with our stakeholder engagement approach, operated BUs assess and manage human rights risks. If our operations identify potential human rights concerns, engagement plans and specific actions to manage and mitigate that risk are developed through engagement with the community or other stakeholders. BUs communicate and engage with communities and their representatives on how to contact the company and how to address any concerns or grievances..."	Valuing human rights: Human rights due diligence	https://www.conocophillips.com/sustainability/creating-shared-value/valuing-human-rights/	No change
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	No evidence			No change
Affected stakeholder engagement	"Our stakeholders represent a diversity of communities and organizations. The breadth of the perspectives they provide gives us a greater understanding of concerns and expectations, as well as opportunities to create lasting value. We engage our stakeholders in a range of ways as we work to improve performance. The table below identifies our stakeholders, shared priorities and engagement approach." [Table includes "Communities"]	Key stakeholders	https://www.conocophillips.com/sustainability/integrating-sustainability/key-stakeholders/	No change
Human rights requirements in supplier code/requirements	"Advancing Respect for Human Rights – Supplier will conduct its business consistent with our Human Rights Position, including but not limited to (Page 13): -Not knowingly participating in human trafficking. -Not using child labor or forced labor, such as prison labor, forcibly indentured labor, bonded labor, slavery or servitude. -Recognizing freedom of employees to join, or refrain from joining, legally authorized associations or organizations. -Conducting human rights due diligence in order to identify, prevent, mitigate and account for adverse human rights impacts. Supplier will observe strict requirements for the selection of security contractors to avoid human rights risks in countries where security firms	Supplier Expectations	https://www.conocophillips.com/sustainability/integrating-sustainability/sustainable-development-governance/policies-positions/supplier-expectations/	No change
Access to remedy				
Grievance mechanism for own employees	"ConocoPhillips is committed to creating an environment in which we can report suspected violations, participate in investigations and engage in any other legally protected activities without fear of retribution or retaliation. Individuals who do retaliate against others will be subject to disciplinary action, up to and including termination." [Code of Business Ethics and Conduct] "In addition, all interested stakeholders may access the ConocoPhillips Ethics Helpline to report a potential violation of our Code of Business Ethics and Conduct, which is publicly available on our website." [Valuing	Code of Business Ethics and Conduct P.6 Valuing Human Rights	https://static.conocophillips.com/files/resources/conocophillips_codeofethics.pdf https://www.conocophillips.com/sustainability/creating-shared-value/valuing-human-rights/	No change
Grievane mechanism for workers - supply chain	In addition, all interested stakeholders may access the ConocoPhillips Ethics Helpline to report a potential violation of our Code of Business Ethics and Conduct, which is publicly available on our website.			No change
Grievance mechanism for external individuals & communities	See above			No change
Governance and staffing				

Board and/or C-Suite-level oversight	"The Public Policy and Sustainability Committee (PPSC) is responsible for identifying, evaluating and monitoring SD and climate-related trends and risks that could affect business activities and performance. The PPSC makes recommendations to the board and monitors compliance with the company's policies, programs and practices regarding: ...Human Rights"	Board oversight	https://www.conocophillips.com/sustainability/integrating-sustainability/sustainable-development-governance/board-oversight/	No change	
Senior level responsibility for human rights	No evidence			No change	
Reporting and transparency					
Human rights reporting (integrated or stand-alone)	Integrated into the sustainability report	2024 Sustainability Report	https://static.conocophillips.com/files/resources/2024-sustainability-report.pdf	Updated	2025 Sustainability Report. https://static.conocophillips.com/files/resources/conocophillips-2025-sustainability-report.pdf
Memberships					
RBA	No	RBA	https://www.responsiblebusiness.org/about/members/	No change	
EITI	No	EITI	https://eiti.org/companies	No change	
VPI	Yes	VPI	https://www.voluntaryprinciples.org/the-initiative/	No change	
WEPs (signatory)	No	WEPs	https://www.weps.org/companies	No change	
Lobbying and ethics					
Public statement or endorsement in support of mandatory human rights and environmental due diligence	No evidence			No change	
Anti-bribery and anti-corruption policy	ConocoPhillips will not tolerate bribery in any form. This means that ConocoPhillips employees, agents and representatives will never offer, authorize or promise any sort of bribe or kickback to improperly influence anyone. ConocoPhillips is committed to doing business the right way.	Code of Business Ethics and Conduct	https://static.conocophillips.com/files/resources/conocophillips_codeofethics.pdf	No change	

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