

US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

Devon Energy

Indicator	Finding - July 2025	Source	Source Link	Yes/No change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	"Operating our business in a way that is consistent with human rights expectations is Devon's responsibility, aligns with our core values and is a consideration in all relevant business decisions, plans and activities. We strongly endorse the Universal Declaration of Human Rights' recognition that the inherent dignity of all members of the human family is the foundation of freedom, justice and peace. Our core values embrace both social progress and economic growth, consistent with the United Nations Guiding Principles on Business and Human Rights, as well as the commitment to empower others. We're guided by the principles articulated in the International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights at Work, including the prohibition	Webpage - Human Rights	https://www.devonenergy.com/sustainability/social/human-rights#:~:text=Respect%20and%20dignity&text=We're%20guided%20by%20the,and%20discrimination%20in%20the%20workplace	No change	
Human rights policy - ILO Core Labor Standards	See above			No change	
Forced labor & prison labor	See above			No change	
Human rights defenders & civic space	No evidence			No change	
Gender equality and women's empowerment	"We are also guided by the International Labor Organization's Declaration of Fundamental Principles and Rights at Work and adhere to the principles of internationally recognized human rights regarding the (i) protection of minority rights, including women's rights and the rights of indigenous people... ...One of the ways in which Devon implements its human rights commitment is through our Code, which provides guidance on human rights issues such as non-discrimination, anti-harassment and equal employment "	Statement on Human Rights	https://dvnweb.azureedge.net/assets/documents/Sustainability/Social/Human-Rights/DVN_Statement-on-Human-Rights_062424.pdf	No change	
Indigenous Peoples	"As a U.S.-based company, Devon complies with all federal and state requirements to protect human rights and ensure the rights of indigenous peoples in the U.S. We are committed to the health and safety of our employees, contractors and communities, and to being a responsible steward of the air, land, water and biodiversity value across our operations. We actively engage with community members where we operate to understand the safety, environmental and human rights impacts of our operations. When assessing and addressing these impacts, we consult with those who may be affected, including indigenous peoples, where possible and appropriate. Devon takes proactive steps to maintain positive and productive relationships with indigenous communities, source indigenous businesses for local employment needs and invest back into indigenous communities. We respect the significance of indigenous heritage and culture. Where appropriate, we engage third parties to help assess our projects to prevent impact to cultural sites and sensitive wildlife habitat. and our	Webpage - Human Rights	https://www.devonenergy.com/sustainability/social/human-rights#:~:text=Respect%20and%20dignity&text=We're%20guided%20by%20the,and%20discrimination%20in%20the%20workplace	No change	
Natural resources					
Land rights	No evidence			No change	
Free, Prior, and Informed Consent (FPIC)	No evidence			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	No evidence			No change
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	No evidence			No change
Affected stakeholder engagement	No evidence			No change
Human rights requirements in supplier code/requirements	"Devon's employees who engage in our business activities are required to conduct such activities in accordance with the goals and principles set forth herein. Our contractors and suppliers are expected to enter into our standard Supplier Agreements whereby they agree to comply with Devon's comprehensive Supplier Qualification Requirements, which include a list of Devon policies, including this Statement, that approved suppliers must adhere to during the performance of any work. Devon expects that its vendors and suppliers adopt and adhere to internationally recognized human rights standards. In addition, Devon's suppliers that are party to our standard supplier agreements are obligated to comply with applicable laws and regulations, including human rights standards, and we reserve the right to audit our vendors' performance in this area."	Statement on Human Rights	https://dvnweb.azureedge.net/assets/documents/Sustainability/Social/Human-Rights/DVN_Statement-on-Human-Rights_062424.pdf	No change
Access to remedy				
Grievance mechanism for own employees	"Our 24-hour Ethics & Compliance Helpline is available for any stakeholder to report concerns regarding potential violations of our Code, including any adverse human rights impacts. Should any risks be identified, Devon will investigate, address and respond to such concerns. Violations of our human rights standards are serious offenses that may result in termination, penalties or other legal remedies. We are committed to remaining proactive in our ability to address adverse human rights impacts that may arise."	Statement on Human Rights	https://dvnweb.azureedge.net/assets/documents/Sustainability/Social/Human-Rights/DVN_Statement-on-Human-Rights_062424.pdf	No change
Grievance mechanism for workers - supply chain	See above			No change
Grievance mechanism for external individuals & communities	See above			No change
Governance and staffing				
Board and/or C-Suite-level oversight	No evidence			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	2023 Devon Energy Sustainability report	https://www.responsibilityreports.com/HostedData/ResponsibilityReportArchive/d/NYSE_DVN_2023.pdf	Updated 2025 Sustainability Report. https://dvnweb-hfhahvbraba9feev.a01.azurefd.net/assets/documents/Sustainability/DVN_2025_SustainabilityReport.pdf
Memberships				
RBA	No	RBA	https://www.responsiblebusiness.org/about/members/	No change
EITI	No	EITI	https://eiti.org/companies	No change

VPI	No	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	"Wherever we do business, we will comply with all applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act, as amended (the "FCPA"). The FCPA makes it a criminal offense to bribe or offer to bribe a foreign governmental or political official to obtain or retain business. The FCPA also requires that Devon maintain and keep records and accounts that fairly and accurately present our activities and transactions. Please refer to the Anti-Corruption Policy for additional information."			
//END//		Code of Business Conduct and Ethics	https://dvnweb.azureedge.net/assets/documents/Sustainability/Governance/DVN_Code-of-Business-Conduct-and-Ethics.pdf	No change