US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

Occidental Petroleum

Indicator	Finding - July 2025	Source	Source Link	Yes/no change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	"All Oxy Personnel must respect Human Rights and comply with the terms of this Policy. An integral part of the Company's ethical standards is to promote Human Rights within the spheres of the Company's activity and influence."..."For the purpose of this Policy, this term denotes those rights and freedoms that have been universally recognized in international as well as national law and that are described in the following guidelines and principles: (...)United Nations Guiding Principles on Business and Human Rights — The instrument entitled "Guiding Principles on Business and Human Rights: Implementing the United Nations 'Protect, Respect and Remedy' Framework, which was developed by the Special Representative of the Secretary-General of the United Nations and endorsed by the United Nations Human Rights Council in its resolution 17/4 on June 16, 2011, and which seeks to enhance standards and practices with regard to business and human rights."	Occidental Human Rights Policy, 2020. P.1,P.3	https://www.oxy.com/siteassets/documents/sustainability/occidentalhumanrightspolicystatement.pdf	No change	
Human rights policy - ILO Core Labor Standards	For the purpose of this Policy, this term denotes those rights and freedoms that have been universally recognized in international as well as national law and that are described in the following guidelines and principles: (...) ILO Declaration on Fundamental Principles and Rights at Work — The declaration adopted by the ILO in June 1998, regarding the respect for and promotion and realization of freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labor; the effective abolition of child labor; and the elimination of discrimination in respect of employment and occupation"	Occidental Human Rights Policy, 2020 P.1,P.3	https://www.oxy.com/siteassets/documents/sustainability/occidentalhumanrightspolicystatement.pdf	No change	
Forced labor & prison labor	"Oxy Personnel — The Company is committed to providing a workplace that does not use forced or child labor; that respects the rights of freedom of association and collective bargaining; that is free from harassment and discrimination on the basis of race, gender, national origin, sexual orientation, religion, disability or membership in any political, religious or union organization; to protecting the health and safety of Oxy Personnel; to compensating Oxy Personnel to enable them to at a minimum meet their basic needs; and to promoting personal development through appropriate training."	Occidental Human Rights Policy, 2020 P.1	https://www.oxy.com/siteassets/documents/sustainability/occidentalhumanrightspolicystatement.pdf	No change	
Human rights defenders & civic space	No evidence			No change	
Gender equality and women's empowerment	See "Forced labor & prison labor"			No change	
Indigenous Peoples	"Communities —The Company is committed to observing the laws in the countries in which it operates; to respecting the cultural values of the communities in which it operates, including the indigenous peoples recognized by applicable law; to giving appropriate regard to the self-sufficiency, sustainability, health, safety and the environment of such communities; and to conducting business as a responsible corporate member of society. To the extent consistent with the laws of the applicable jurisdiction, the Company is committed to consulting with, and seeking the pre-approval of, recognized local communities affected by its business operations in order to minimize, or cooperate in the remediation of, potential negative impacts on such communities of such operations."	Occidental Human Rights Policy, 2020 P.1	https://www.oxy.com/siteassets/documents/sustainability/occidentalhumanrightspolicystatement.pdf	No change	
Natural resources					
Conflict minerals	No evidence			No change	
No deepsea mining	No evidence			No change	
Land rights	No evidence			No change	
Free, Prior, and Informed Consent (FPIC)	"Communities —The Company is committed to observing the laws in the countries in which it operates; to respecting the cultural values of the communities in which it operates, including the indigenous peoples recognized by applicable law; to giving appropriate regard to the self-sufficiency, sustainability, health, safety and the environment of such communities; and to conducting business as a responsible corporate member of society. To the extent consistent with the laws of the applicable jurisdiction, the Company is committed to consulting with, and seeking the pre-approval of, recognized local communities affected by its business operations in order to minimize, or cooperate in the remediation of, potential negative impacts on such communities of such operations." ..."For the purpose of this Policy, this term denotes those rights and freedoms that have been universally recognized in international as well as national law and that are described in the following guidelines and principles: • International Labour Organization (ILO) Convention 169 — ILO Convention No. 169 Concerning	Occidental Human Rights Policy, 2020 P.1	https://www.oxy.com/siteassets/documents/sustainability/occidentalhumanrightspolicystatement.pdf	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	"The Company will conduct social impact assessments, as necessary, to identify potential Human Rights impacts of the Company's foreign activities, and to evaluate the Company's ability to make a positive impact in the communities where it operates. This assessment will be repeated as needed by changes in the socio-political environment, changes in operations, or other situations. The Company may periodically reassess the security risks in the existing jurisdictions in which it operates and, based on this assessment, as appropriate, revise its security measures with the aim to protect Oxy Personnel and the Company's assets in a manner consistent with the Company's commitment to promote Human Rights as set forth in this Policy."	Occidental Human Rights Policy, 2020 P.2	https://www.oxy.com/siteassets/documents/sustainability/occidentalhumanrightspolicystatement.pdf	No change	

Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	No evidence			No change	
Affected stakeholder engagement	“Oxy's strong community engagement promotes deep relationships that benefit our communities, our workforce and our shareholders. We recognize and respect our neighbors and local community members from all backgrounds as stakeholders. Their input provides valuable insight into local needs and interests, ways we can augment our projects by addressing their questions and concerns, and how our presence can enhance the community. Informed by that dialogue, we seek to invest our time and resources in programs and initiatives that support the areas surrounding our operations, with an emphasis on disadvantaged communities, and programs that promote mutually beneficial and inclusive relationships with our neighbors.”	2024 Sustainability Report. P. 10	https://www.oxy.com/siteassets/documents/publications/2024-sustainability-report-web.pdf	Updated source	2025 Sustainability Report. https://www.oxy.com/siteassets/documents/publications/2025-sustainability-report-web.pdf
Human rights requirements in supplier code/requirements	"Oxy expects its suppliers to respect universally accepted human rights and related applicable laws. Do not rely on forced labor or underage labor in your operations and be mindful of red flags related to human trafficking. Oxy expects its suppliers to maintain robust policies and procedures designed to prevent human rights violations. Oxy suppliers are also expected to treat their workers with dignity and respect and to comply with all applicable employment and workplace safety laws."	Supplier Code of Conduct	https://www.oxy.com/siteassets/documents/cbc/oxy_supplier_code_of_business_conduct.pdf	No change	
Access to remedy					
Grievance mechanism for own employees	Oxy has provided this Integrity Helpline to enable you to report your concern or ask a question in a confidential and anonymous manner. This reporting program may be used to report a variety of ethics, integrity, and compliance issues related to Oxy, or to just seek guidance or ask a compliance question related to Oxy's Code of Business Conduct or Ethics & Compliance Program. In submitting a report or question, you may remain anonymous or identify yourself and provide contact information allowing us to communicate with you directly if additional details are desired. In either case, your information will be treated confidentially. If you need to submit a report in a language other than English, Arabic, or Spanish, please report by phone.	Ethics Point	https://secure.ethicspoint.com/domain/media/en/gui/77491/index.html	No change	
Grievane 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	“The Board is responsible for overseeing Occidental’s policies and procedures with respect to risk management, and it has empowered its committees with oversight of specific, material risks within each committee’s area of focus. Each of the Board’s committees is integral to the control and compliance aspects of risk oversight by the Board. Each committee meets regularly with management to review, as appropriate, compliance with existing policies and procedures and to discuss changes or improvements that may be	2025 Proxy Statement P.25	https://www.oxy.com/siteassets/documents/investors/2025-proxy-statement.pdf	No change	
Senior level responsibility for human rights	In addition to the Chief Compliance Officer and the Director of Ethics and Compliance, Segment Compliance Officers are assigned to a region or specific business unit to monitor compliance with anti-corruption, human rights, and other company policies and procedures.	Code of Business Conduct	https://www.oxy.com/investors/governance/code-of-business-conduct/#:~:text=Supplier%20Code%20of%20Conduct,or%20actual%20violations%20and%20concerns.	No change	
Reporting and transparency					
Human rights reporting (integrated or stand-alone)	Integrated into the sustainability report	2024 Sustainability Report	https://www.oxy.com/siteassets/documents/publications/2024-sustainability-report-web.pdf	Updated source	2025 Sustainability Report. https://www.oxy.com/siteassets/documents/publications/2025-sustainability-report-web.pdf
Memberships					
RBA	No	RBI	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	"The Company prohibits bribery in all forms. We comply with all applicable U.S. and international laws, treaties and regulations forbidding bribery and corruption, including the U.S. Foreign Corrupt Practices Act (FCPA), the UK Bribery Act (UKBA) and the local laws that apply where we conduct business. Everyone subject to the Code must understand and comply with the FCPA, the UKBA and any other applicable anti-bribery laws, regardless of their location or nationality. Engaging in any form of bribery or corrupt activity risks exposing you and the Company to criminal and civil penalties under U.S. federal, state and international laws."	Code of Business Coduct. P.8	https://www.oxy.com/siteassets/documents/cbc/code_of_business_conduct.pdf	No change	

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