US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

Phillips 66

Indicator	Finding - July 2025	Source	Source Link	Yes/no	Change
Policies and commitments					
General					
Human rights policy - UNGPs	We recognize and respect the dignity of all human beings. Although governments have the primary responsibility for protecting human rights, we believe business has a role in promoting respect for human rights throughout the world, as do other representative groups in civil society.' [Code of Business Ethics and Conduct 2022, 11] 'We conduct our operations in compliance with all applicable laws, in accordance with our company values and policies, and consistent with the spirit of the Universal Declaration of Human Rights.' [Webpage - Position on Human Rights]	Code of Business Ethics and Conduct 2022 Webpage - Position on Human Rights	https://s22.q4cdn.com/128149789/files/doc_downloads/gov_documents/2022/08/code-of-business-ethics-conduct-handbook.pdf https://www.phillips66.com/human-rights/	No change	
Human rights policy - ILO Core Labor Standards	Transitioning Our San Francisco Refinery When changes to our operations potentially affect our employees, contractors, labor unions or surrounding communities, we respond with thoughtful planning to enable a just transition. We aim to maximize positive impacts and minimize negative ones for people and communities through redeployment, skills training and community renewal. Our approach also includes dialogue with our employees, often through unions, and references the International Labor Organization's (ILO) guiding principles as part of the process	2024 Sustainability and People Report	https://issuu.com/phillips66co/docs/2024_sustainability_and_people_report?fr=sN2U4OTc0Mjg0NjY	No updated reference	
Forced labor & prison labor	Do not hold any person in slavery or servitude or use forced or indentured labor.	Business Partner Principles of Conduct, pg 12	https://www.phillips66.com/principles-of-conduct/	No change	
Human rights defenders & civic space	No evidence			No change	
Gender equality and women's empowerment	The Company is deeply committed to fair and nondiscriminatory treatment for employees. We provide equal opportunity for all qualified persons without regard to race, religious creed, color, national origin, ancestry, physical disability, mental condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status or any legally protected status.	Code of Business Ethics and Conduct, pg 9	https://www.phillips66.com/principles-of-conduct/	Updated text	Prohibit unlawful discrimination, harassment and retaliation against your employees.
Indigenous Peoples	Promote the fair treatment and meaningful involvement of all people, including Indigenous people(s), regardless of race, color, sex, national origin or any other status protected by law. [Also see Land rights]	Business Partner Principles of Conduct, pg 12	https://www.phillips66.com/principles-of-conduct/	No change	
Natural resources					
Conflict minerals	Properly disclose the use of any "conflict" minerals contained in any products supplied to Phillips 66	Business Partner Principles of Conduct, pg 12	https://www.phillips66.com/principles-of-conduct/	No change	
Land rights	We respect Indigenous peoples and their land. Our field communicators and local CAPs/CACs consult with tribal representatives when pipelines or asset repairs or upgrades involve their heritage lands.	2024 Sustainability and People Report, pg 43	https://issuu.com/phillips66co/docs/2024_sustainability_and_people_report?fr=sN2U4OTc0Mjg0NjY	No updated reference	
Free, Prior, and Informed Consent (FPIC)	No evidence			No change	
Living wage					

Living wage, own operations	...we are recognized for our efforts to [...] provide our employees with compensation and benefits that enrich their lives and reward performance and accountability to our strategic goals.' [Human Capital Management Report 2021, 2] 'Our compensation programs are a principal tool to attract and engage our people. [...] COMPETITIVE: Benchmarked against our industry and the broader market; Reviewed annually; PERFORMANCE-BASED: Annual Variable Cash Incentive Program (VCIP) for eligible employees; Restricted Stock Unit (RSU); Program for eligible employees; EQUITABLE: Adverse impact analysis; Disparity reviews; Periodic pay equity reviews.' [Human Capital Management Report 2021, 40]	Human Capital Management Report 2021	https://issuu.com/phillips66co/docs/2021-hcmr?fr=sM2Q4MjQ3OTUwMDU	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 adhere to national and local laws and regulations regarding environmental, social and health assessments before starting operations at any new site, including pipelines. We conduct a comprehensive social risk assessment to understand the people and concerns along a proposed route or project.	2024 Sustainability and People Report, pg 42	https://issuu.com/phillips66co/docs/2024_sustainability_and_people_report?fr=sN2U4OTc0Mjg0NjY	No updated reference
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	No evidence			No change
Affected stakeholder engagement	We also hold public meetings to encourage dialogue and feedback from our stakeholders.	2024 Sustainability and People Report, pg 43	https://issuu.com/phillips66co/docs/2024_sustainability_and_people_report?fr=sN2U4OTc0Mjg0NjY	No updated reference
Human rights requirements in supplier code/requirements	Phillips 66 requires business partners to respect the human, cultural and legal rights of all individuals consistent with the spirit of the United Nations Declaration on Human Rights.	Business Partner Principles of Conduct, pg 12	https://www.phillips66.com/principles-of-conduct/	No change
Access to remedy				
Grievance mechanism for own employees	If you suspect or know of possible business misconduct, you should report your concerns. If after reporting a concern you do not feel that it has been adequately addressed, escalate your concern to any of these resources: Your manager; Your HR representative; The Legal department; Email [...]; Mail: [...]; Phillips 66 Ethics Help Line: [...]; File a report online: [...].' [Code of Business Ethics and Conduct 2022, 31] 'The Compliance and Ethics Help Line is operated by a third party and is available 24 hours a day, seven days a week. You can call the help line toll-free at [...] (within North America) or dial your country access number, then [...] (outside North America) or you can file a report online. Representatives fluent in many languages are available. Translation services are also available. Although you are encouraged to identify yourself to assist our Company in effectively addressing your concern, you may choose to remain anonymous. The Company will respect	Code of Business Ethics and Conduct 2022 Webpage - Ethics Point	https://s22.q4cdn.com/128149789/files/doc_downloads/gov_documents/2022/08/code-of-business-ethics-conduct-handbook.pdf https://secure.ethicspoint.com/domain/media/en/gui/33484/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	Sustainability Governance The success of our sustainability programs, policies and processes depends on the leadership of the following committees, teams and roles: PUBLIC POLICY AND SUSTAINABILITY COMMITTEE Provides broad oversight of our sustainability strategy, goals, progress toward targets and public reporting. Includes all members of the Phillips 66 Board of Directors.	2024 Sustainability and People Report, pg 7	https://issuu.com/phillips66co/docs/2024_sustainability_and_people_report?fr=sN2U4OTc0Mjg0NjY	No change
Senior level responsibility for human rights	EXECUTIVE LEADERSHIP TEAM Develops corporate strategy, manages sustainability issues, implements sustainability efforts and reports company performance.	2024 Sustainability and People Report, pg 7	https://issuu.com/phillips66co/docs/2024_sustainability_and_people_report?fr=sN2U4OTc0Mjg0NjY	No change
Reporting and transparency				

Human rights reporting (integrated or stand-alone)	Human rights included in 2024 Sustainability and People Report	2024 Sustainability and People Report	https://issuu.com/phillips66co/docs/2024_sustainability_and_people_report?fr=sN2U4OTc0Mjg0NjY	Updated	2025 Sustainability Report. https://issuu.com/phillips66co/docs/2026_sustainability_and_people_highlights?fr=xKAE9_zMzMw
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	We oppose corruption in any form. Our Global Anti-Corruption Policy helps ensure our compliance with the anti-corruption laws of any country in which we conduct business.' [Code of Business Ethics and Conduct 2022, 18]	Code of Business Ethics and Conduct	https://s22.q4cdn.com/128149789/files/doc_downloads/gov_documents/2022/08/code-of-business-ethics-conduct-handbook.pdf	No change	

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