



ConocoPhillips

Subsidiaries: Phillips 66
Locations: Texas (HQ)
Industries: Energy

RISK LEVEL:



Medium Risk

DESCRIPTION:

ConocoPhillips does not protect its employees from viewpoint discrimination and has pledged to vet vendors based on LGBTQ policies. ConocoPhillips discriminates against religious charities. It had to settle a lawsuit for religious bias in 2009. However, since 2009 the company has not publicly terminated any business relationships due to viewpoints or beliefs. ConocoPhillips is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. ConocoPhillips is a corporate partner of the National LGBT Chamber of Commerce. For these reasons, ConocoPhillips receives a "Medium Risk" rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk

ConocoPhillips received a score of 100 on the Corporate Equality Index from the Human Rights Campaign. Among other requirements, this means the company(1). ConocoPhillips settled a religious bias lawsuit in 2009 for not letting an employee attend Sunday church services, but other than that instance, there are no publicly known cases of employees being fired for religious or political beliefs (2).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk

ConocoPhillips will not match employee donations to “churches, mosques, synagogues or other faith-based houses of worship except accredited educational institutions” or to “organizations having a sectarian religious cause as their primary purpose or that do not serve the community at large” (1).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. High Risk

ConocoPhillips does not protect its employees from viewpoint discrimination (1).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. Medium Risk

ConocoPhillips CEO Ryan Lance is a member of the Business Roundtable and signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (1)(2).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Medium Risk

ConocoPhillips is a corporate partner of the National LGBT Chamber of Commerce (1). Otherwise, it does not donate to ideological organizations hostile to freedom of expression (2)(3).

Uses corporate political contributions for ideological, non-business purposes. Lower Risk

ConocoPhillips makes bipartisan donations without ideological intent (1)(2).

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