

ConocoPhillips letter to Houston Chief of Police and Mayor



June 4, 2020

At this moment, when many cities in the U.S. and around the world are in the middle of protests arising from senseless deaths, ConocoPhillips reaffirms our commitment to respect the human rights of all people. ConocoPhillips is the country's largest independent exploration and production company and we are proud to be headquartered in Houston.

We recognize the important role and duty of governments and public security in protecting human rights, including the rights to security of person, freedom of expression and peaceful assembly. As our communities continue to gather in marches and other acts of solidarity and, as public security personnel remain involved to ensure public safety, referring to internationally recognized guidelines may be helpful in preventing future tragedies. ConocoPhillips is a participant in the **Voluntary Principles on Security & Human Rights** (VPSHR), which states that "force should be used only when strictly necessary and to an extent proportional to the threat; and the rights of individuals should not be violated while exercising the right to exercise freedom of association and peaceful assembly."

We believe these guidelines align with the Houston Police Department's **stated principles** and commend the manner in which the department has approached the demonstrations taking place in our city. As the city anticipates further public gatherings, we trust that the Department will continue to be directed by those principles and treat everyone fairly and equitably.

On May 30, I and other Chief Executive Officers of leading American companies, issued a statement condemning racial injustice through the Business Roundtable Association, as follows:

"We share the anger and pain felt by so many Americans at the recent killings of unarmed black men and women. Racism and brutality have no place in America. We grieve for the families, friends and communities of George Floyd, Ahmaud Arbery and countless others. These tragedies reflect longstanding racial injustice in our country. As the employers of more than 15 million individuals of all backgrounds, whose diversity strengthens our institutions, Business Roundtable CEOs are deeply concerned about the racial bias that continues to plague our society. At a time of great uncertainty, when communities of color are facing deep inequities, now is a time for unity and justice. We call on national, local and civic leaders to take urgent, thoughtful action to prevent future tragedies and to help our communities heal."

We join with you to move forward together to address the issues of racial inequality and injustice at the core of today's unrest. Every member of our community, including individuals, local government, law enforcement, and business leaders has a responsibility to lead with actions to protect and respect human rights for everyone, especially communities of color. Whether it's in the streets of our neighborhoods, our halls of government or our boardrooms, we all have an opportunity to do better and be better.

Thank you for your continued service to our wonderful city.

A handwritten signature in black ink that reads "Ryan M. Lance". The signature is written in a cursive, flowing style.

Ryan M. Lance
Chairman and Chief Executive Officer
ConocoPhillips