

# PARTNER OF CHOICE<sup>®</sup>

Occidental Petroleum Corporation  
Social Responsibility Overview



# Social Responsibility Framework and Values

At Occidental, social responsibility is fundamental to our success and reputation as a respected Partner of Choice.

Occidental's core values of integrity, investment and innovation guide our relationships, drive our business performance and serve as the basis of our Social Responsibility (SR) framework. This framework promotes transparency and collaboration with key stakeholders to develop and implement SR programs and initiatives that manage operational impacts and positively affect people, communities and the environment. These programs focus on ethical business conduct, our workforce, the economic and social development of our host communities, health and safety, and environmental stewardship,

creating lasting benefits that make Occidental the partner, employer and neighbor of choice.

Our SR framework is comprised of the five pillars represented below. This brochure provides a brief overview of our beliefs, approach and actions that demonstrate our commitment to each of these pillars.

For additional information, please visit:  
[www.oxy.com/socialresponsibility](http://www.oxy.com/socialresponsibility).

				
<b>GOVERNANCE AND TRANSPARENCY</b> Occidental promotes effective corporate governance by implementing responsible policies and robust management systems to foster and reinforce business practices that are consistently sound, highly principled and transparent.	<b>WORKFORCE DEVELOPMENT</b> We take pride in employing a diverse and multicultural global workforce and are committed to maintaining a supportive and challenging work environment to prepare the next generation of Occidental leaders.	<b>HEALTH AND SAFETY</b> Safety is fundamental to our business. We aim to integrate programs and systems to prevent and mitigate incidents and reduce risks to our employees, contractors and the communities where we operate.	<b>ENVIRONMENTAL STEWARDSHIP</b> We strive to minimize our operational footprint, protect ecosystems and implement conservation practices, making stewardship of the environment a responsibility of each member of our workforce.	<b>ECONOMIC AND SOCIAL DEVELOPMENT</b> We work to strengthen the economies where we operate by investing time and resources in programs and initiatives that develop the sustainability of local communities.



# Governance and Transparency



## WE BELIEVE

Occidental promotes high ethical standards, institutional integrity and effective corporate governance in every facet of our enterprise.

We have implemented a number of policies and systems that establish clear performance expectations for business conduct by our workforce, including respect for the cultural values of our employees, contractors and neighboring communities, and the promotion of human rights.

## OUR APPROACH

Our commitment to meeting the highest standards of integrity begins with our Board of Directors and senior management and extends throughout Occidental's global workforce. Our Board is actively engaged in setting the company's policies, objectives and strategic direction, and evaluates the company's senior management team.

Occidental's Code of Business Conduct summarizes the key policies governing all aspects of the company's business, including our Human Rights Policy and Health, Environment and Safety (HES) Principles.

## IN ACTION

Occidental's business ethics and compliance program ("Compliance Program") is overseen by the Corporate Compliance Committee, which reports to the Audit Committee of the Board. Compliance Officers are assigned to a region or business unit to conduct periodic training on the Code of Business Conduct and ensure compliance with Occidental's policies. Employees are encouraged to report suspected violations of the Code of Business Conduct and company policies, including our Human Rights Policy. Several options are available, including direct reporting to supervisors, Compliance Officers, the Corporate Compliance Committee, or by using Occidental's anonymous compliance hotline or website.

To further promote effective governance and transparency in our operations, Occidental also strives to work with partners, suppliers and contractors who share our commitment to ethical business practices. As a part of our Compliance Program, we routinely conduct due diligence on prospective business partners, contractors, suppliers and agents, and convey our expectation that they comply with the company's policies, including our Code of Business Conduct.

Occidental was one of the first U.S. oil and gas production companies to adopt a formal, company-wide policy on human rights.

# Workforce Development



*Fortune* magazine has consistently ranked Occidental as the No.1 “World’s Most Admired” Mining/Crude-Oil Production company.

## WE BELIEVE

Occidental’s success is built on technical expertise, business acumen, strong partnerships and proven ability to deliver superior results. We strive to create supportive, challenging work environments that promote the development of our employees and reward initiative and innovation in meeting business objectives.

## OUR APPROACH

A major factor in Occidental’s success is our multicultural, global workforce. As a responsible employer, we are committed to providing safe, supportive and high-quality work environments. To support our employees and their families, Occidental provides competitive compensation and benefits as well as regular access to training, educational resources and wellness programs. In addition, we actively promote diversity, inclusion and equal employment opportunity through company policies, training and employee networks.

## IN ACTION

Occidental’s continued success relies on maintaining open communication and collaboration across our workforce. Regular meetings at our business units give our employees and contractors the opportunity to discuss HES, SR and business performance with company managers. Town hall meetings, management roundtables and employee associations – such as the Early Career Network and Women of Oxy Network – facilitate interactions between our management team and employees, providing insight into company performance, growth objectives and industry perspectives. These meetings, along with required training, have resulted in many innovations in Occidental’s business operations.

Occidental and our employees take pride in working together to contribute to the local communities where we operate. With company support, Occidental employees participate in a broad range of volunteer activities and events. Occidental’s Matching Gift Program further supports our employees’ commitment to giving back by matching eligible contributions to educational institutions and cultural organizations.

# Health and Safety



## WE BELIEVE

Dedicated to providing safe and healthy work environments, Occidental focuses on preventing and mitigating accidents and reducing risks to people and the environment. Occidental's commitment to safety is embraced by our employees and contractors, and reinforced through regular communication about HES expectations, issues and best practices that create and maintain safe work environments.

## OUR APPROACH

Safety is a fundamental commitment of Occidental and vital to achieving our business objectives. Our Health, Environment and Safety Management System (HESMS) engages and challenges our workforce to identify risks in their areas of responsibility and opportunities for continuous improvement. Occidental has attained and sustained strong safety performance by empowering and training our employees and contractors, and supporting them with investments in safe work systems, technology and proactive process safety, maintenance and asset integrity programs.

## IN ACTION

Under our long-standing Stop Work Authority procedure, Occidental empowers employees and contractors to shut down any equipment or stop any job – without repercussions – to prevent an accident or environmental incident. This procedure emphasizes the importance of individual actions in creating and maintaining safe workplaces. Employees and contractors receive positive recognition for exercising their Stop Work Authority to resolve questions or concerns about an activity.

Occidental's dedication to health and safety is further reinforced through our Process Risk Management program, which requires all of our operating locations to identify, prioritize and apply feasible risk mitigation options. Higher-level risks are validated and acknowledged by business segment management and reviewed annually with the Environmental, Health and Safety Committee of the Board to ensure proactive risk management is among Occidental's highest priorities.

By integrating health and safety considerations throughout our operations, programs like these have made Occidental one of the safest employers in our industry sector.

Eighteen Occidental sites have achieved Occupational Safety and Health Administration "Star Status" for their sustained safety performance.



PHOTO: *The safety culture at Occidental unites our personnel throughout our worldwide operations*



# Environmental Stewardship



## WE BELIEVE

Occidental is committed to responsible environmental stewardship throughout our worldwide operations. To meet the company's environmental objectives, we apply an HES Management System in each of our operating locations to measure and manage our footprint and minimize the potential environmental impacts of Occidental's operations.

## OUR APPROACH

Occidental has a long-standing policy to seek continuous improvement in resource conservation and recovery, pollution prevention and energy efficiency, and to responsibly remediate impacts from past operating or waste management practices. Occidental consistently integrates these activities through policies and procedures that assure rigorous compliance with environmental laws, regulations and internal standards. We apply technologies to conserve or reuse resources, design facilities to minimize our impact on communities and ecosystems, and work with stakeholders to preserve habitat and wildlife.

## IN ACTION

As a leader in enhanced oil recovery (EOR), Occidental maximizes oil and gas production from long-lived assets. By increasing the productive life of mature oil fields through the application of EOR and advanced drilling techniques, Occidental minimizes the surface area required for oil and gas production and the need to build new infrastructure. The extended use of existing infrastructure provides significant environmental benefits, including habitat and resource conservation.

Some EOR technologies also have the potential to help Occidental manage and control the company's greenhouse gas emissions. Underground injection of carbon dioxide (CO<sub>2</sub>) during EOR is a ready and proven method for geologic sequestration of CO<sub>2</sub> from industrial sources. As a world leader in this technology, Occidental operates several active CO<sub>2</sub> flood projects and injects billions of cubic feet of CO<sub>2</sub> per year. During this process, virtually all of the injected CO<sub>2</sub>, which would otherwise be emitted to the atmosphere, becomes safely and permanently trapped in the underground oil reservoir.

Occidental has more than 20 sites with quality or environmental management systems certified by the International Organization for Standardization.

PHOTO: Respecting the environment is combined with responsible drilling at Oman's Safah field

# Economic and Social Development



Occidental is consistently one of the top oil and gas companies on *Corporate Responsibility Magazine's* annual 100 Best Corporate Citizens list.



## WE BELIEVE

Committed to being a valuable contributor to society in each of our operating locations, Occidental seeks to boost local economies through our purchasing and hiring initiatives and through ongoing relationships with key stakeholders. These activities promote the sustainability of local communities and Occidental's continued success.

## OUR APPROACH

Occidental's goal is to consider the sustainability, health, safety and environment of the communities where we operate. We strive to advance economic and social growth by applying a proven business model that encourages communities in our operating locations to develop and thrive. This commitment is supported through Occidental's local purchasing and hiring initiatives, proactive stakeholder engagement, collaborative partnerships with local organizations and investments in social programs.

## IN ACTION

Occidental's local purchasing programs seek to enhance the competitiveness of contractors and suppliers near our operations and their ability to meet our quality and HES performance requirements. We work closely with a number of local suppliers to ensure sustained quality of service and provide additional training opportunities to some suppliers. Maximizing our use of vendors based in the countries where we operate leads to increased job creation and economic opportunities for local residents. Occidental's purchasing activities represent tens of millions of dollars of revenue for local businesses annually.

Occidental also invests significantly in local initiatives that generate economic opportunity and advance sustainable development. We actively engage with key stakeholders to understand community interests and develop solutions with mutually beneficial outcomes. This process helps Occidental address local community needs by identifying social investment opportunities in focus areas such as health, education, culture and economic development. Occidental invests millions of dollars each year in local communities through our SR program.

# About This Brochure

Occidental Petroleum Corporation (NYSE: OXY) is an international oil and gas exploration and production company with operations in the United States, Middle East region and Latin America. Headquartered in Houston, Occidental is one of the largest U.S. oil and gas companies, based on equity market capitalization. Occidental's midstream and marketing segment gathers, processes, transports, stores, purchases and markets hydrocarbons and other commodities in support of Occidental's businesses. The company's wholly owned subsidiary OxyChem manufactures and markets chlor-alkali products and vinyls.

Occidental is committed to safeguarding the environment, protecting the safety and health of employees and neighboring communities, and upholding high standards of social responsibility throughout our worldwide operations. This brochure reflects a brief overview of Occidental's Social Responsibility (SR) framework represented by the five pillars of governance and transparency, workforce development, health and safety, environmental stewardship, and economic and social development.

For additional information concerning Occidental's SR program, including information on the objectives, policies, performance and activities of Occidental and its subsidiaries (collectively Occidental), our engagement with key stakeholders, and our reporting against key sustainability standards, please visit Occidental's detailed Social Responsibility section on our website at [www.oxy.com/socialresponsibility](http://www.oxy.com/socialresponsibility).

## Additional Information

### CORPORATE HEADQUARTERS

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### AVAILABLE TO STAKEHOLDERS

Information about Occidental Petroleum, including news releases and investor packages, is available at [www.oxy.com](http://www.oxy.com).



**Occidental Petroleum Corporation**

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