

ConocoPhillips

2022

Company Profile



ASU The Difference
Engine
Arizona State University

Women's Power & Influence Index (1.0)

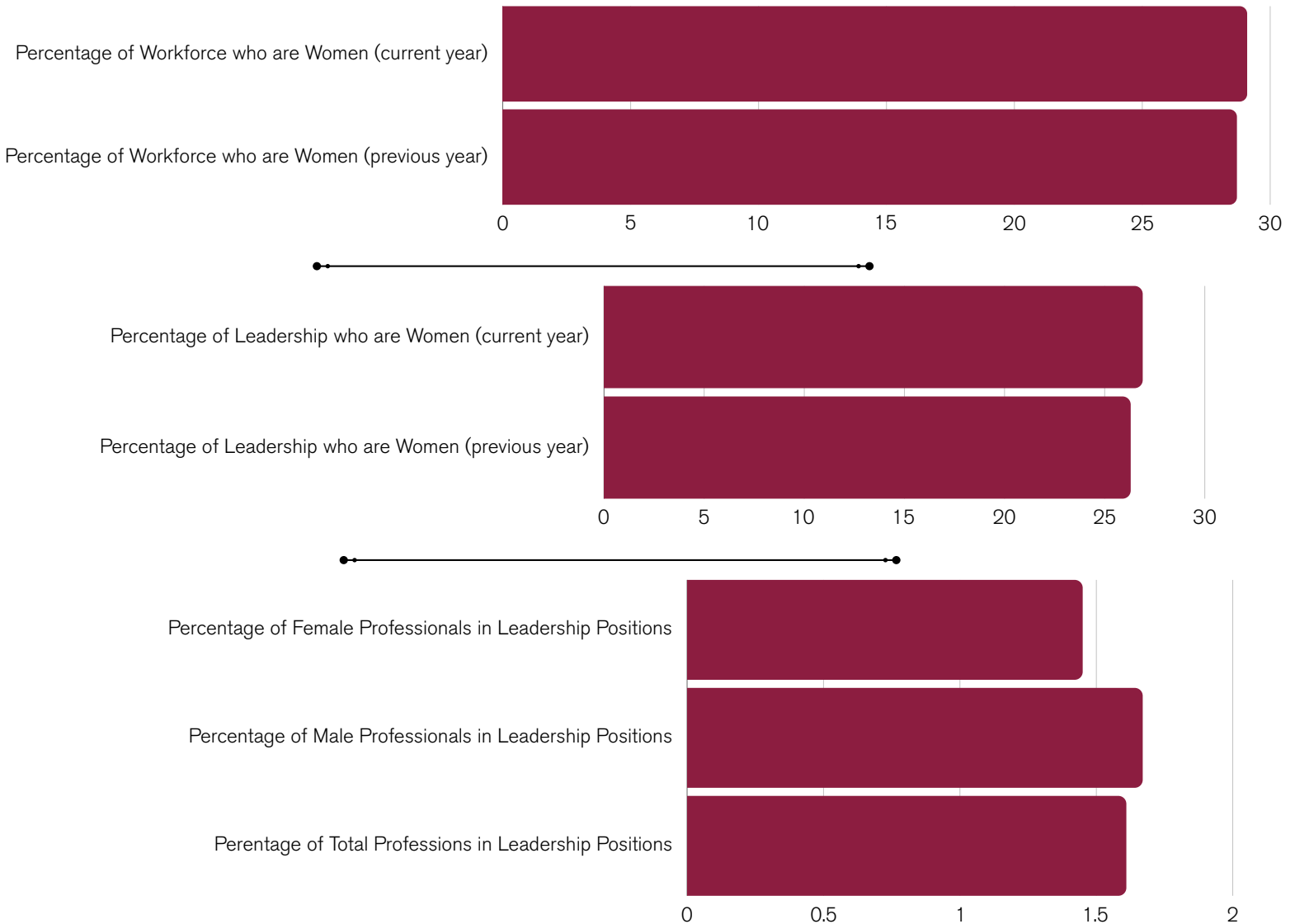


ConocoPhillips

ConocoPhillips, a multinational company engaged in hydrocarbon exploration and production, has been ranked as a TRAIL BLAZER based on the criteria used for the Women's Power Index. ConocoPhillips is committed to addressing the gender pay gap and is working to eliminate barriers and promote an inclusive place of work. They offer specialized mentorship programs designed to improve retention and promote an inclusive hiring procedure. ConocoPhillips also offers childcare benefits, caregiver PTO, and health benefits. Alongside harassment and discrimination trainings, ConocoPhillips also offers inclusive based course that employees can take to increase their awareness. Based on the most recent EEO data, 26.9% of its executives are women and 29.1% of the workforce is female.

We could not find any information regarding ConocoPhillips recruitment efforts.

Workforce Profile



Binary scores are calculated as 1 or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0 indicates that information for this category was not readily available to the public.

All hyperlinks are valid as of 11/3/2023

Compensation

Pay Gap

Pay Gap Score

1

Existence of policy to address the gender pay gap

"At ConocoPhillips, we are committed to playing our part in ensuring that men and women are paid fairly for the work that they do, and to focus on eliminating barriers that prevent our people from fulfilling their potential. It is within our culture to continuously strive to promote and create a diverse and inclusive environment where opportunities for progression are available to all employees."

Ref: Page 1 ConocoPhillips Gender Pay Gap Report 2020

Career Growth

Professional Development

Professional Development Score

Existence of professional development programs geared towards female employees

"We are committed to your personal and professional development and offer educational assistance to help you further your professional career – whether you want to enhance your business skills or pursue advanced professional or academic credentials."

Ref: ConocoPhillips Career Development

Mentorship

Mentorship Score

1

Existence of formal mentoring programs to facilitate advancement of careers of female employees

"Through the effective use of mentors, employees can receive career guidance as well as the opportunity to increase individual knowledge and skills needed to succeed."

Ref: ConocoPhillips Career Development

Recruitment Efforts

Recruitment Efforts Score

0

Written commitment to attracting women to open positions

Information related to this criterion could not be found.

Work-Life Balance

Childcare Benefits

Childcare Benefits Score

Existence of childcare subsidies and support

1

"If you are eligible, you may take an unpaid leave of up to 12 workweeks in a 12-month period for any qualifying exigency when your spouse, child or parent is on covered active duty or is notified of an impending call or order to covered active duty"

Ref: Page 1 ConocoPhillips Family and Medical Leave

Caregiver Paid Time Off (PTO)

Caregiver PTO Score

Availability of paid caregiver leave in excess of government mandates

1

" If you are eligible, you may take unpaid military caregiver family leave of up to 26 workweeks in a 12-month period to care for a covered servicemember with a serious injury or illness incurred in the line of duty while on active duty for which he or she is undergoing medical treatment, recuperation or therapy."

Ref: Page 1 ConocoPhillips Family and Medical Leave

Health Benefits

Health Benefits Score

Existence of female oriented health benefits

1

"Health and Welfare Plans" & "Employee Medical Plan"

Ref: Page A-2 through B-25 ConocoPhillips Employee Handbook

External Stakeholder

Community Engagement

Community Engagement Score

Organizational support of initiatives that drive gender equality and women's empowerment in the community

1

"In communities across the globe, our taxes and investments contribute to economic growth, and we also work to determine ways to be good neighbors."

Ref: ConocoPhillips Local Community Giving

Inclusive Culture

Gender Equality Program

Gender Equality Program Score

Additional programs that promote gender equality within the industry or the company

1

"The Company's policy is to provide equal employment opportunity for all qualified persons without regard to race, color, religion, sex, sexual orientation, national origin, age, disability, veteran status, gender identity or expression, genetic information or any other legally protected status."

Ref: Conoco EEO Policy

Harassment Policy

Harassment Policy Score

Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence

1

"ConocoPhillips is committed to providing a workplace free of discrimination and one where all employees are treated fairly and with respect."

Ref: Page 7 ConocoPhillips Code of Business Ethics and Conduct

Harassment and Discrimination Training

Harassment & Discrimination Training Score

Existence of policies mandating discrimination and sexual harassment training

1

"Offering training programs and online courses to help employees and supervisors understand workplace policies."

Ref: ConocoPhillips Positive Work Environment