

## *Slavery and Human Trafficking Statement for Financial Year 2017*

The Modern Slavery Act 2015 contemplates that certain commercial organisations will prepare an annual slavery and human trafficking statement and either publish it on their website if they have one or provide it to the public on request. The slavery and human trafficking statement either: (i) describes the steps the organisation has taken during the financial year to confirm that slavery and human trafficking are not taking place in its supply chains or its own business; or (ii) confirms that the organisation has taken no such steps.

This slavery and human trafficking statement is provided for the financial year ending 31 December 2017 by ExxonMobil Gas Marketing Europe Limited (the Company).

Understanding and addressing the interests of communities where we operate is critical to the Company in maintaining a sustainable business. We believe the quality of the relationships we develop with local communities has a direct impact on the long-term success of our activities and that our business presence can and does have a positive influence.

Our Standards of Business Conduct are the principles that guide the conduct of the Company's business operations. Through the Standards of Business Conduct the Company commits to being a good corporate citizen and to maintaining high ethical standards, obeying all applicable laws, rules and regulations and respecting local and national cultures.

Our Standards of Business Conduct include our Ethics Policy, which affirms the Company's philosophy that the way results are achieved is as important as the results themselves, and states that even where the law is permissive, the course of highest integrity is chosen.

These fundamental principles apply to our approach to human rights, where we work with governments, civil society and industry to help advance the goals of the UN Guiding Principles on Business and Human Rights. Within our own business, our commitment to human rights is supported by our Standards of Business Conduct and our Statement on Labor and the Workplace, which reinforces support for the International Labor Organization 1998 Declaration on Fundamental Principles and Rights at Work, notably the elimination of child labor, forced labor and workplace discrimination.

More specific to modern slavery and human trafficking, consistent with our Standards of Business Conduct and our Ethics Policy, we expect compliance by all officers and employees with applicable laws and regulations in respect of working conditions and the payment of wages and benefits. This would include a prohibition of slavery and human trafficking. Within our own workforce, our Statement on Labor and the Workplace reinforces support for the principles of the International Labor

Organization 1998 Declaration on Fundamental Principles and Rights at Work, including the elimination of forced labor.

With regard to our supply chain we seek to work with suppliers and business partners who share our commitment to human rights.

Internally, throughout 2017, human rights awareness training tailored to professionals in the supply chain was delivered to ExxonMobil professionals in our Procurement function.

ExxonMobil's standard terms used by our Procurement function oblige suppliers to:

1. adhere to all applicable laws and regulations, including those related to employment, safety, security, health and the environment;
2. impose similar terms and conditions on their subcontractors; and
3. permit audits and allow access to office / work locations, documentation and personnel.

These standard terms also allow for termination if the supplier's performance is not acceptable.

Suppliers engaged through our Procurement function have been reminded of their obligations in the Year End Supplier Letter, which highlights that suppliers are expected to conduct business in compliance with standards similar to ExxonMobil's Standards of Business Conduct and that compliance with all applicable laws is a fundamental expectation. In 2017 this letter also referred suppliers to the ExxonMobil Supplier, Vendor and Contractor Expectations, a set of guidelines first published in 2016 that outlines expectations of suppliers, vendors and contractors, inclusive of human rights.

More information on ExxonMobil's corporate citizenship approach and activities is available in the annual Corporate Citizenship Report or at [www.exxonmobil.com](http://www.exxonmobil.com)

**Signed for and on behalf of ExxonMobil Gas Marketing Europe Limited**



**Director**

Date: 11/9/18