

2016

The table below provides responses or links to ConocoPhillips public information that corresponds to the GRI index elements. It is provided strictly as a convenience to readers familiar with this sustainable development reporting framework.

GRI G4	IIPECA	Location of Disclosures	UN Global Compact Principles
General Standard Disclosures			
Strategy and Analysis			
G4-1		CEO letter [SR 2016]	
G4-2		Integration of Sustainability into Business Process [COP.com] Engaging Stakeholders [COP.com] Human Rights [COP.com] Form 10-K [AR 2016] About Our Report [SR 2016]	
Organizational Profile			
G4-3		ConocoPhillips	
G4-4		We explore for, produce, transport and market crude oil, bitumen, natural gas, liquefied natural gas (LNG) and natural gas liquids on a worldwide basis.	
G4-5		Houston, Texas, United States of America	
G4-6		We conducted exploration activities in 12 countries and produced hydrocarbons in 11 countries as of Dec. 31, 2016. Our continuing operations were producing in the United States, Norway, the United Kingdom, Canada, Australia, Timor-Leste, Indonesia, China, Malaysia, Qatar and Libya.	
G4-7		Publicly traded company	
G4-8		Form 10-K [AR 2016]	
G4-9		Workforce [SR 2016] Fact Sheet Form 10-K [AR 2016]	
G4-10		Workforce [SR 2016]	6
G4-11		We do not accumulate numbers for this topic on a global level.	
G4-12		Supply Chain [SR 2016] Supply Chain Sustainability [COP.com]	
G4-13		Annual Report [AR 2016]	

		Form 10-K [AR 2016]	
G4-14		Integrating Sustainability into Business Processes [COP.com]	
G4-15		Living by our Principles [COP.com] Human Rights (UN Guiding Principles on Human Rights, VPSHR, ILO 169) [COP.com] Economic Transparency and Reporting [COP.com]	
G4-16		Our Approach [SR 2016]	
Identified Material Aspects and Boundaries			
G4-17		Form 10-K [AR 2016] Sustainability Report focuses on gross operated assets rather than equity.	
G4-18		Our Approach [SR 2016]	
G4-19		Our Approach [SR 2016]	
G4-20		Our Approach [SR 2016]	
G4-21		Not reported	
G4-22		Our Performance [SR 2016]	
G4-23		About Our Report [SR 2016]	
Stakeholder Engagement			
G4-24		Our Approach [SR 2016] Stakeholder Engagement [SR 2016] People & Society [COP.com]	
G4-25		Our Approach [SR 2016] Throughout the SR [SR 2016]	
G4-26		Our Approach [SR 2016] Stakeholder Engagement [SR 2016] People & Society [COP.com] Community Engagement Management System [COP.com] Throughout the SR [SR 2016]	
G4-27		Our Approach [SR 2016] Throughout the SR [SR 2016]	
Report Profile			
G4-28		January 1 to December 31, 2016	
G4-29		May 2014, June 2015	
G4-30		Annual	
G4-31		SDTeam@conocophillips.com	
G4-32		In Accordance - Core	
G4-33		About Our Report [SR 2016]	
Governance			

G4-34		Our Approach [SR 2016] Accountability and Governance [COP.com] Corporate Governance [COP.com] Proxy [PDF]	
Ethics and Integrity			
G4-56		Our Approach [SR 2016] Code of Business Ethics and Conduct [PDF] SPIRIT Values [COP.com]	
G4-57		Code of Business Ethics and Conduct [PDF] Ethics Helpline [COP.com]	
G4-58		Our Approach [SR 2016] Code of Business Ethics and Conduct [PDF] Ethics Helpline [COP.com]	
Specific Standard Disclosures: Disclosures on Management Approach (DMA) and Indicators			
Category: Economic			
Material Aspect: Economic Performance			
G4-DMA		Annual Report [AR 2016] Form 10 K [AR 2016]	
G4-EC1		Our Performance [SR 2016] Fact Sheet Form 10 K [AR 2016]	
G4-EC2		Climate Change [SR 2016] Climate Change Position [PDF] Managing Risks and Opportunities [COP.com] Climate Change Strategy [COP.com] Form 10 K [AR 2016]	
Category: Environment			
Material Aspect: Energy			
G4-DMA	E1-E4	Aspect is not material, but we have provided information and data that may be of interest to stakeholders.	
G4-EN3		Climate Change [SR 2016] Our Performance [SR 2016] CDP [PDF pending. Please check back.]	7, 8
G4-EN5		Climate Change [SR 2016] Our Performance [SR 2016] CDP [PDF pending. Please check back.]	8
Material Aspect: Water			

G4-DMA	E6-E7	Water [SR 2016] Water Position [PDF] Our Approach to Water [COP.com]	
G4-EN8		Water [SR 2016] Our Performance [SR 2016]	7, 8
Material Aspect: Biodiversity			
G4-DMA	E5	Biodiversity [SR 2016] Biodiversity Position [PDF] Our Biodiversity Action Plan [COP.com]	
G4-EN11		Biodiversity [SR 2016] Mitigating biodiversity risks through baseline assessments in Indonesia [SR 2016] Reuse and Recycle: Decommissioning in Norway [SR 2016]	8
G4-EN13		Biodiversity [SR 2016] Caribou recovery in Canada [SR 2016] Conservation and preservation through offsets in Australia [SR 2016] Migration matters: Tracking the habits of native birds [SR 2016] Our Biodiversity Action Plan [COP.com] Community and Social Investment [COP.com] Water and Biodiversity Stewardship [COP.com]	8
Material Aspect: Emissions			
G4-DMA	E1, E8	Climate Change [SR 2016] Taking Action on Climate Change [COP.com]	
G4-EN15		Climate Change [SR 2016] Our Performance [SR 2016] CDP [PDF pending. Please check back.]	7, 8
G4-EN16		CDP [PDF pending. Please check back.]	7, 8
G4-EN17		CDP [PDF pending. Please check back.]	7, 8
G4-EN18		Climate Change [SR 2016] Our Performance [SR 2016] More efficient use of steam in the oil sands [SR 2016] CDP [PDF pending. Please check back.]	7, 8
G4-EN19		Climate Change [SR 2016] Our Performance [SR 2016] CDP [PDF pending. Please check back.]	7, 8, 9
G4-EN21		Our Performance [SR 2016]	7, 8
Material Aspect: Effluents and Waste			

G4-DMA	E9-11	Aspect is not material, but we have provided information and data that may be of interest to stakeholders.	
G4-EN23		Our Performance [SR 2016]	8
G4-EN24		Spills [SR 2016] Our Performance [SR 2016]	8
Material Aspect: Supplier Environmental Assessment			
G4-DMA		Aspect is not material, but we have provided information and data that may be of interest to stakeholders.	
G4-EN32		Supply Chain [SR 2016]	8
G4-EN33		Supply Chain [SR 2016] Supply Chain Sustainability [COP.com]	8
Category: Social			
Sub-Category: Labor Practices and Decent Work			
Material Aspect: Employment			
G4-DMA		Workforce [SR 2016]	
G4-LA1		Workforce [SR 2016] Our Performance [SR 2016]	6
Material Aspect: Occupational Health and Safety			
G4-DMA	HS1-HS5	Safety [SR 2016] Safety and Health [COP.com] Field Verification is Key [SR 2016]	
G4-LA6		Safety [SR 2016] Our Performance [SR 2016]	
Material Aspect: Training and Education			
G4-DMA	SE17	Aspect is not material, but we have provided information and data that may be of interest to stakeholders.	
G4-LA9		Workforce [SR 2016]	6
G4-LA11		Workforce [SR 2016]	6
Material Aspect: Diversity and Equal Opportunity			
G4-DMA	SE15	Aspect is not material, but we have provided information and data that may be of interest to stakeholders.	
G4-LA12		Workforce [SR 2016]	6
Material Aspect: Supplier Assessment for Labor Practices			
G4-DMA		Aspect is not material, but we have provided information and data that may be of interest to stakeholders.	
G4-LA14		Supply Chain [SR 2016] Supply Chain Sustainability [COP.com]	

Sub-Category: Human Rights			
Material Aspect: Investment			
G4-DMA	SE4	Aspect is not material, but we have provided information and data that may be of interest to stakeholders.	
G4-HR1		Supply Chain [SR 2016] Supply Chain Sustainability [COP.com]	2
G4-HR2		Human Rights [COP.com]	1
Material Aspect: Non-discrimination			
G4-DMA	SE15	Aspect is not material, but we have provided information and data that may be of interest to stakeholders.	
G4-HR3		Human Rights [COP.com] Human Rights Position [PDF] Diversity and Inclusion Position [PDF]	6
Material Aspect: Child Labor			
G4-DMA		Aspect is not material, but we have provided information and data that may be of interest to stakeholders.	
G4-HR5		Supply Chain [SR 2016] Supply Chain Sustainability [COP.com]	5
Material Aspect: Forced or Compulsory Labor			
G4-DMA		Aspect is not material, but we have provided information and data that may be of interest to stakeholders.	
G4-HR6		Supply Chain [SR 2016] Supply Chain Sustainability [COP.com]	4
Material Aspect: Security Practices			
G4-DMA	SE10	Aspect is not material, but we have provided information and data that may be of interest to stakeholders.	
G4-HR7		Human Rights [COP.com] Human Rights Position [PDF] ConocoPhillips Annual Voluntary Principles Report for 2016 [PDF]	1
Material Aspect: Indigenous Rights			
G4-DMA	SE2	Stakeholder Engagement [SR 2016] People & Society [COP.com] Human Rights Position [PDF]	
G4-HR8		Stakeholder Engagement [SR 2016] Building Sustainable Benefits [SR 2016] Indigenous Peoples Update [PDF] Respecting Indigenous Peoples [COP.com]	1

Material Aspect: Assessment			
G4-DMA	SE8	Stakeholder Engagement Action Plan [COP.com] Human Rights Position [PDF]	1
G4-HR9		Stakeholder Engagement Action Plan [COP.com] Human Rights Due Diligence [COP.com]	1
Material Aspect: Supplier Human Rights Assessment			
G4-DMA	SE9	Supply Chain [SR 2016] Supply Chain Sustainability [COP.com]	
G4-HR10		Supply Chain [SR 2016] Supply Chain Sustainability [COP.com]	2
Sub-Category: Society			
Material Aspect: Local Communities			
G4-DMA	SE1	Stakeholder Engagement [SR 2016] People & Society [COP.com]	
G4-SO1		Stakeholder Engagement [SR 2016] Building Sustainable Benefits [SR 2016] Stakeholder Engagement Action Plan [COP.com] Engaging with Communities [COP.com]	
G4-SO2		Stakeholder Engagement [SR 2016] People & Society [COP.com]	
Material Aspect: Anti-Corruption			
G4-DMA	SE11-SE13	Our Approach [SR 2016] Business Ethics [PDF] Accountability and Governance [COP.com]	
G4-SO3		Our Approach [SR 2016] Business Ethics [PDF]	10
G4-SO4		Our Approach [SR 2016] Business Ethics [PDF]	10
Material Aspect: Public Policy			
G4-DMA	SE14	Aspect is not material, but we have provided information and data that may be of interest to stakeholders.	
G4-SO6		Our Approach [SR 2016] Political contributions [COP.com]	10
Material Aspect: Compliance			
G4-DMA		Aspect is not material, but we have provided information and data that may be of interest to stakeholders.	
G4-SO8		Environmental Fines for 2016: \$130,500	

Material Aspect: Supplier Assessment for Impacts on Society		
G4-DMA		Aspect is not material, but we have provided information and data that may be of interest to stakeholders.
G4-SO9		Supply Chain Sustainability [COP.com] Sustainable Procurement [COP.com] Supplier Expectations [COP.com]
Sector Specific Disclosures		
OG 1		Annual Report [AR 2016]
OG 2		Aspect is not material, but we have provided information and data that may be of interest to stakeholders. Renewable Energy Position [PDF]
OG 3		Not material
OG 4		Our Biodiversity Action Plan [COP.com] Understanding Footprint [COP.com] Managing Risk and Opportunities [COP.com]
OG 5		Not material
OG 6		Aspect is not material, but we have provided information and data that may be of interest to stakeholders. Climate Change [SR 2016] Our Performance [SR 2016]
OG 7		No Response
OG 8		We are an independent exploration and production company so downstream aspects do not apply
OG 9		Stakeholder Engagement [SR 2016] Stakeholder Engagement Action Plan [COP.com] Indigenous Peoples Update [PDF] Indigenous Content and Engagement Strategy in Australia [COP.com]
OG 10		Stakeholder Engagement [SR 2016] People & Society [COP.com] Engaging with Communities [COP.com]
OG 11		Reuse and Recycle: Decommissioning in Norway [SR 2016]
OG 12		Not material
OG 13		Safety [SR 2016] Process Safety [COP.com] Health, Safety and Environment Policy [PDF]
OG 14		Not material