

ConocoPhillips letter to International Association of Chiefs of Police



Chief Steven R. Casstevens
International Association of Chiefs of Police (IACP)
PO Box 62564
Baltimore, MD 21264-2564

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 one of the world's largest independent exploration and production companies and we are proud to be headquartered in Houston, Texas with operations and activities in 17 countries.

We recognize the unique and influential role that IACP possess in assisting governments and public security leaders in protecting and respecting 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."

As part of the IACP's commitment to prepare current and emerging police leaders—and the agencies and communities they serve—to succeed in addressing the most pressing issues, threats, and challenges of the day, we encourage you to use your platform to promote the protection and respect of human rights for all people and by all police departments through IACP's policy documents, online resources, executive trainings and other initiatives. The most pressing issues and challenges our society is currently facing call for a focus on protecting the human rights of communities of color.

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. Individuals, local government, law enforcement, and business leaders in every community have 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 global community.

A handwritten signature in black ink that reads "Ryan M. Lance".

Ryan M. Lance
Chairman and Chief Executive Officer
ConocoPhillips