Our vision is to promote an inclusive workplace that enables all our talented people to innovate, create value and deliver extraordinary performance, where everyone feels empowered in bringing forward their unique skills and perspectives to help us reach our business goals.
Inclusion & Diversity is essential to who we are, what we believe and how we do business at Phillips 66.

As a global company, we must reflect the customers and partners we do business with and the communities in which we serve. That’s why we are committed to employing a diverse workforce that can deliver extraordinary performance on a sustainable basis.

The talented people who make up our great company are widely divergent in their visible and less-visible differences: gender, race, ethnicity, age, national origin, disability, sexual orientation, veteran status, education, religion and experiences. These differences shape our unique culture and drive our expectations, behaviors and outcomes. We must protect, nurture and leverage these differences as a key competitive advantage that positions us for success in our industry.

At Phillips 66, we see inclusion of all people as a mindset that recognizes the needs of every individual, creates an environment of trust and ensures that the right conditions are in place for each person to reach his or her fullest potential. We cultivate and leverage diversity to ensure all voices are valued, respected and incorporated at every level of our decision making.

Our commitment to Inclusion & Diversity is evident in our actions. We see it in the activities of our eight Employee Resource Groups, in our recruitment efforts, and in our community investment programs, which build and encourage STEM curriculum and scholarship opportunities. And every day, we see this commitment in the diversity of perspectives and innovative ideas that our people bring to the meeting rooms, refineries and labs where we collaborate to advance our business.

As an organization that is always looking to deliver extraordinary performance, we know we have the opportunity to do more, and we understand and appreciate the value and importance of that work. We are committed to challenge ourselves in our Inclusion & Diversity journey, and we never settle. It’s essential to thriving and leading in a rapidly changing industry and world.

In safety, honor and commitment,
At Phillips 66, we view diversity as the visible and less-visible differences that shape social identity and drive behaviors – from differences in gender, race, ethnicity, age, national origin and disability to sexual orientation, education and religion. Seeking different perspectives, backgrounds, lifestyles and cultures is a source of innovation and creativity that deepens critical thinking, propels the organization forward and enables our people to thrive.

We enhance diversity in our workplace by ensuring our workforce is reflective of the communities in which we live and operate. We focus on increasing the representation of women and U.S. minorities, and leveraging diversity of thought and the principles of equality.

**Employee Diversity Breakdown**

- **26%** of our workforce is composed of U.S. minorities
- **21%** of our workforce is composed of women
- **20%** women in supervisory leadership roles
- **17%** U.S. minorities in supervisory leadership roles
HOW WE WORK TOGETHER

Inclusion + Diversity

WHO WE ARE

Visible
Age
Ethnic heritage
Gender
Race
Physical abilities and characteristics

Less-Visible
Cognitive style
Communication style
Education
Family status
First language
Geographic location
Military experience
Organizational role and level
Political beliefs
Sexual orientation
Work experience
Work style
Spiritual beliefs

NEW HIRE DIVERSITY BREAKDOWN

9% of U.S. hires are veterans
30% are experienced professionals
11% are university graduates
Inclusion is a mindset that recognizes the needs of every individual and ensures that the right conditions are in place for each person to reach his or her fullest potential.

Our culture encourages every employee to speak up and share their unique expertise in the work they do every day.

We know that our unique characteristics drive better collaboration and, ultimately, better outcomes. We lead with inclusion, enabling diversity to thrive. We actively promote inclusive environments free of biases, where all employees feel valued, respected and empowered.
EMPLOYEE RESOURCE GROUPS (ERGs)
Asian American Network
Black Employee Network
Hispanic Network
Native American Resource Group
New Hire Network
PRIDE66
Women’s Network
Veterans Network

DIVERSITY PARTNERS
Hiring Our Heroes
Hispanic Alliance for Career Enhancement
Houston Area Urban League
Leadership Education for Asian Pacifics, Inc.
National Action Council for Minorities in Engineering
Oklahomans for Equality
Out & Equal Workplace Advocates
Society of Women Engineers
The Texas Conference for Women
Texas Diversity Council
The Executive Leadership Council
Women’s Energy Network

COMMUNITY IMPACT
8 ERGs
44% of employees participate
50+ chapters

78,000
Total hours employees volunteered in local communities in 2018

$4,915,835
Total contributed through matching gifts to 2,030 organizations in 2018

$1,641,000
Total contributed through volunteer grants to 853 organizations in 2018

McGovern Gardens HOUSTON, TX