Working together is about people. At Phillips 66, we work together to build community in a variety of ways. We put boots on the ground and financially support organizations that align with our core values and serve the communities where we live and work. We serve our customers and provide a great place to work for our employees. We engage with stakeholders and provide community awareness and education.

Serving communities goes beyond economics. At Phillips 66, our charitable giving creates well educated citizens, supports a sustainable environment and fosters a safe community. Our donations are often accompanied by the voluntary efforts of employees who give their time and talents to benefit the communities where they live and work. In 2016, we adopted a policy to enable our employees to take two days per year to use as company-paid volunteer time for programs or projects that are important to them. Our charitable donation matching and employee volunteer programs recognize and increase the positive impact of our employees’ involvement. These programs encourage employee giving by offering matching company donations and providing grant support to qualifying projects. In 2016 alone, our employees volunteered more than 61,000 hours at more than 600 charitable organizations. Here’s one example of how an employee at our Humber Refinery in the U.K. is making a difference in her community.
We work together to improve lives through generational change and impact. One example of this is the partnership between our Los Angeles Refinery employees and local organizations. Together, we have created a pathway for community members to further their education, gain important job skills and have a potential employment path. For more than 10,000 families in Los Angeles each year, Strength-Based Community Change (SBCC) programs are a road to a better life. One of those programs, the Don Knabe Energy Pathway Program (DKEPP), is a partnership among the local community college, the United Steelworkers Union 675 and local refineries, including our Los Angeles Refinery.

The 12-month, hands-on training program focuses on educating participants in process systems, technology and safety. DKEPP puts people on a path to opportunity. Process operator positions account for almost half of the workforce in petroleum refineries, wastewater treatment, pharmaceutical and chemical plants. These positions are a gateway to career advancement in the industrial/process technology field.

Students leave the DKEPP program with 15 college units toward an A.A. or A.S. degree in Process Technology, a certificate of completion in Process Technology Systems, and OSHA 10 and Refinery Safety Overview (RSO) industry-recognized safety certifications. They are well on their way to careers with energy companies, including Phillips 66.

Additionally, as a company we invest in organizations that improve people’s lives. Our corporate philanthropy program has the following three focus areas.

EDUCATION AND LITERACY

An educated workforce drives the world’s economy. We support fundamental literacy education and development of skills critical to advancing energy solutions, such as improving competencies in science, technology, engineering and math (STEM) and business. We work together in partnership with various local and national organizations, such as the MIND Research Institute, the NEED Project, universities and technical schools to enable and equip future leaders.

WORKING TOGETHER: STRENGTH-BASED COMMUNITY CHANGE

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ENVIRONMENT AND SUSTAINABILITY

We invest in the preservation and protection of natural resources because we respect and value their role in our daily lives. We support initiatives that provide sustainable answers and protect, beautify and promote our natural environment. Our partnerships with Ducks Unlimited, the National Fish and Wildlife Foundation and the Wildlife Habitat Council allow us to work together to conserve habitats and enable biodiversity. Through this work, we have enabled the conservation or preservation of more than 21,000 acres of critical habitat or wetlands.

WORKING TOGETHER: STEM EDUCATION IN ACTION

Our conservation partnerships extend to classroom environments, too. In partnership with the Dewey, Oklahoma, Public School System, we supported the establishment of an aquaponics center, outdoor classroom and conservation curriculum.

Hundreds of students at all grade levels use the aquaponics system greenhouse each year, visiting three to four days a week to experience the full circle ecosystem of plants and animals and enhance their learning in STEM areas. Even more students will use it during the 2017-2018 school year, when the outdoor classroom is completed. Students learn to start seedlings in mobile greenhouses that are brought to several schools in the district. Those seedlings are grown for the main greenhouse as a part of the two aquaponics systems where the plants remove nutrients and fish waste from water, purifying water in the fish tanks.

The Dewey Aquaponics Center gives teachers a hands-on, project-based STEM resource that easily fits into many of the curricular standards for science courses, educating students on fish cultivation, environmental science and botany.
We seek to improve lives today and for generations to come. Our commitment is reflected in our long-running water safety program. Approximately 10 people drown every day in the U.S.; at least one in five fatal drowning victims is a child under 14. A national research study by the USA Swimming Foundation and the University of Memphis found that 64 percent of African-Americans, 45 percent of Hispanics/Latinos, and 40 percent of Caucasian children can’t swim. Studies show that children who learn to swim are not only safer near water, but they’ll also teach their own children to swim in the future, propagating a cycle of safety. In conjunction with the USA Swimming Foundation, Phillips 66 supports Make a Splash, a national child-focused water safety campaign that aims to teach every child in the U.S. how to swim, regardless of race, gender or financial circumstances.

We’re proud to be part of this program that makes a life-saving difference for children. Since 2007, more than 4.9 million children have learned to swim through the foundation’s 850-member Make a Splash Local Partner network. Thanks in large part to the support of Phillips 66, the USA Swimming Foundation has been able to award over $4.3 million in grant dollars to provide free or reduced-cost swim lessons to children who wouldn’t otherwise be able to afford lessons.

Our 40+ year support of the organization makes us the longest-running sponsor of any amateur sport in the U.S. In 2017, we helped Make a Splash hit a major milestone goal, joining with enough local partners to allow the program to teach one million kids how to swim per year.

By teaching children how to swim today, we hope to keep them, and their children, water-safe tomorrow.
Phillips 66 is a great place to work. We value the diversity of our communities, and we are committed to high-level performance achieved through a culture that values people with a range of experiences, perspectives and knowledge. Our inclusive work environment gives us a competitive advantage that encourages problem-solving and collaboration, enhances critical thinking and sparks innovation.

We are guided by:

- Policies and programs that promote equality.
- Diversity efforts that are driven by leaders across the organization.
- Inclusion and diversity as an intrinsic part of what we do and how we do it.
- Employees who are each responsible for promoting an inclusive and diverse workplace.

Our diversity is reflected in our many Employee Resource Groups (ERGs). These groups focus on raising cultural awareness, professional development, recruiting and outreach, and community involvement. Phillips 66’s ERGs include our Black Employee Network, Asian American Network, Hispanic Network, Native American Network, PRIDE66 (our LGBTQ+ network), Veterans Network, New Hire Network, Early Career Network, Administrative Support Association and Women’s Network.

More than 30 percent of our employees participate in at least one ERG.
Building Skills and Talent

We work together to support our employees’ career goals and professional development.

We have comprehensive employment and labor policies and practices. Our jobs pay far above minimum wage, and we recognize our employees’ right to associate and bargain collectively. It may go without saying, but we believe it’s important to note that Phillips 66 complies with federal employment regulations and our practices are consistent with international standards. We hire legal workers, and we don’t discriminate on any basis in our hiring or promotion practices.

We educate and train our employees to do their jobs with excellence, competence and confidence. Our education and training are ongoing throughout our employees’ careers with us.

• Our performance management policies and programs offer employees the opportunity for ongoing feedback and coaching conversations with their direct supervisors. These conversations may include accomplishments, training objectives, growth opportunities or career interests.

• The majority of positions within our organization have a Talent Management Team (TMT) to guide and develop career tracks.

• Our tailored leadership and development training helps us find and prepare the next generation of company leaders.

• Our internship program includes every major U.S. location and gives young people meaningful work experience and participation in projects that contribute to the company’s success.

• Employees and their dependents have the opportunity to pursue qualifying higher education through our tuition reimbursement program and dependent scholar programs.

Improving Lives

At Phillips 66, we offer a comprehensive and competitive benefits package to take care of employees. Our plans promote good health, provide valuable income protection, and include tools and resources to save for retirement. Our programs vary by country but generally include medical, dental, vision, wellness, flexible spending, disability, supplemental life insurance and numerous financial benefits.

Reflecting the inclusive nature of our company, we offer benefits programs to our employees in same-sex marriages, and did so well before it was required by law. Read more about our benefits.

Healthy People, Healthy Company

In addition to the safety of children and well-being of our neighboring community members, we care about the health and well-being of our employees and their families. That’s why we support a variety of wellness programs, including 24-hour confidential counseling services for employees and their families, as well as on-site health clinics, wellness incentive programs, fitness center access and on-site health risk assessments at many of our facilities.
Community Advisory Panel  
(Established 2001)  
Alliance Refinery is in a rural setting with few close neighbors.

Membership information  
The Alliance Refinery CAP is made up of 19 citizen members from Plaquemines Parish and two to four company members, with an average meeting attendance of 10 to 12.

Meeting schedule  
Meetings are held on the last Tuesday of the first month of each quarter.

24-hour community awareness hotline  
(504) 656-3557

For more information  
Shannon Vogt  
Phone: (504) 656-3987  
Email: shannon.h.vogt@p66.com

Community Advisory Panel  
(Established 1998)  
Membership information  
Five member company operating facilities sponsor the Bayway CAP: Phillips 66 Bayway Refinery, Infineum USA L.P., Cogen Technologies Linden Venture, Chemours and Eastman Chemicals, plus three neighboring companies: NuStar Energy, PSE&G Linden Generating Station, and Linden VFT. Together, they host approximately 35 citizen members from the communities of Linden, Elizabeth, Rahway and Staten Island. CAP members have an interest in plant operations and related topics. Members represent civic groups, education, emergency response, the environment, health care, merchants/business, municipal government, neighbors or senior citizens. While most CAP members are volunteers, certain elected and appointed officials serve as members due to their positions within the community.

Meeting schedule  
Meetings are held on the second Tuesday of each month from 5:30-7:30 p.m.

24-hour community awareness hotline  
(908) 523-6005

For more information  
Nancy Sadlon  
Phone: (908) 523-6041  
Email: nancy.p.sadlon@p66.com

Citizens Advisory Council  
(Established 1990)  
Membership information  
The Billings Refinery CAC is made up of approximately 18 citizen members and four company members, with an average meeting attendance of 12 to 15.

Meeting schedule  
Meetings are held on the second Tuesday of each month from 5:30-7:30 p.m.

24-hour community awareness hotline  
(406) 255-2600

For more information  
Ryan Wegner  
Phone: (406) 255-2511  
Email: ryan.wegner@p66.com

Citizens Advisory Council  
(Established 1992)  
The Borger Citizens Advisory Council (CAC) serves as a communications conduit between Phillips 66, Chevron Phillips Chemical Company, Solvay and Orion Engineered Carbons and their surrounding communities.

Membership information  
The Borger CAC has approximately 60 citizen members and eight members representing companies, with an average meeting attendance of 75.

Meeting schedule  
Meetings are held quarterly.

24-hour community awareness hotline  
(806) 275-1899

For more information  
Marilyn Goff  
Phone: (806) 275-1202  
Email: marilyn.r.goff@p66.com
FERNDALE REFINERY  
Ferndale, Washington

Community Leaders Forum  
(Established 2007)

Membership information
The Ferndale Refinery Community Leaders Forum has approximately 40 members, including neighbors, public school superintendents, local college and university presidents, public safety officials, executive directors of local nonprofits and environmental organizations, and local, county, state and federal elected officials and staff.

Meeting schedule
Four meetings are held each year.

24-hour community awareness hotline
(360) 384-8417

For more information
Josh Summers  
Phone: (360) 384-8550  
Email: josh.summers@p66.com

HUMBER REFINERY  
Northern Lincolnshire, United Kingdom

Community Leaders Forum  
(Established 2007)

Membership information
The Killingholme Area Advisory Group is made up of nine citizen members and five company members. Members include teachers from the local school, local elected councillors and general representation from a cross section of the community.

Meeting schedule
Meetings are held bimonthly on the second Tuesday of the month.

24-hour community awareness hotline
+44 (0) 0800 387330

For more information
Nina Stobart  
Phone: +44 (0) 1469 555044  
Email: nina.stobart@p66.com

LAKE CHARLES  
Westlake, Louisiana

Community Advisory Panel  
(Established 1990)

Membership information
The Lake Charles CAP has approximately 15 citizen members and four company members, with an average meeting attendance of 12.

Meeting schedule
Meetings are held on the first Wednesday of every month.

24-hour community awareness hotline
(866) 259-8548

For more information
Megan Hartman  
Phone: (337) 491-4443  
Email: megan.m.hartmann@p66.com

LOS ANGELES  
Carson and Wilmington, California

Community Advisory Panel  
(Established 1995)

Membership information
There are approximately 80 community leaders, including educators, neighbors, public safety officers, elected officials, and representatives of nonprofit organizations and neighborhood councils from the areas surrounding our Carson and Wilmington facilities.

Meeting schedule
Meetings are held quarterly.

24-hour community awareness hotline
(310) 834-8264 (English)  
(310) 543-7431 (Spanish)

For more information
Janet Grothe  
Phone: (310) 952-6038  
Email: janet.d.grothe@p66.com
PONCA CITY REFINERY
Ponca City, Oklahoma

Community Advisory Council
(Established 1991)

Membership information
The Ponca City CAC includes a total of 14 members and representatives from the Refinery Leadership Team. The Ponca City CAC members represent Ponca City Public Schools, Pioneer Technology Center, the medical community, the Ponca City Development Authority, neighborhood associations, the retirees’ association, the fire department, ethnic and cultural diversity groups, surrounding communities and other concerned citizens. Members are added on an as-needed basis.

Meeting schedule
Meetings are held monthly from 4-6 p.m.

24-hour community awareness hotline
(580) 767-7130

For more information
Diane Anderson
Phone: (580) 767-3662
Email: diane.anderson@p66.com

SAN FRANCISCO REFINERY
Arroyo Grande and Rodeo, California

Community Advisory Panel
(Established 1995)

Membership information
The Rodeo Refinery CAP is made up of approximately 12 community members and three representatives from the Rodeo-Hercules Fire Department, Carquinez-Crockett Fire Department and John Swett Unified School District school board. The monthly meetings have an average attendance of 12 to 14.

Meeting schedule
The CAP meets the fourth Monday of the month from 5:30-7:30 p.m.

24-hour community awareness hotline
(510) 245-4070

For more information
Paul Adler
Phone: (510) 245-4400
Email: paul.adler@p66.com

SWEENY REFINERY
Old Ocean, Texas

Community Advisory Panel
(Established 1992)

Membership information
The Sweeny Refinery Community Advisory Panel comprises approximately 20 citizen members and 25 company members, with an average meeting attendance of 30.

Meeting schedule
Meetings are conducted bimonthly, with facilities and lunch provided by the company.

24-hour community awareness hotline
(979) 491-2237

For more information
Amanda Linford
Phone: (979) 491-2993
Email: amanda.linford@p66.com

WOOD RIVER REFINERY
Roxana, Illinois

Community Advisory Panel
(Established 2003)

Membership information
The Wood River CAP has 15 to 17 community members and five to seven company members and is guided by an external facilitator with administrative support from the refinery. New members are nominated by current members according to the needs of the CAP. Nomination and voting take place during CAP meetings or through email, as appropriate. New members are invited by current members of the CAP.

Meeting schedule
Meetings are held on the third Wednesday of each month from 4-6 p.m.

24-hour community awareness hotline
(618) 255-3375

For more information
Melissa Erker
Phone: (618) 255-3001
Email: melissa.a.erker@p66.com
SHE’S READY TO DIG!

HAVE YOU CALLED 811 YET?

Before you dig:

ONE-CALL REQUIREMENTS

If you are planning to dig 12 inches or deeper for any reason, even if you have called for a ticket in the same area before, you must call 811, the toll-free, national “call before you dig” phone number. When you call, you will be automatically connected to a local One-Call center where an operator will ask for details about your project. Be sure to check the Common Ground Alliance’s state map to find out how far in advance you need to call.

www.call811.com
Mutual Understanding and Respect

Phillips 66 is a non-contracting, non-operating, minority interest owner in the Dakota Access Pipeline (Dakota Access). We saw the importance of Dakota Access because it created infrastructure to move resources from northern regions of the U.S., where previously there was none. The pipeline transports crude oil in lieu of using rails or roads. While we approach all modes of transport with focus on operating excellence and safety rigor, efficiency and low incident rates make pipelines, when feasible, the best way to move crude oil.

As the Dakota Access project gained public attention in 2016, stakeholders had questions. Even though we hadn’t permitted or built the project, we honored requests for dialogue and committed to responding to questions. That’s reflective of how we approach business with safety, honor and commitment toward all people.

We understand there are strongly held, differing views on Dakota Access. We engaged to mutually understand the facts, benefits and concerns regarding projects like this. Some questions focused on engagement with Native American tribes and the responsibility of government and the role of business. Others were design or safety questions. We sought a mutual understanding, honoring feelings while discerning them from facts. To that end, we note:

- There were more than 550 engagement meetings during the 2½ year Dakota Access permitting process.
- The U.S. Army Corps of Engineers and the construction partner consulted with Native American tribes, and made 140 route modifications to avoid disrupting potential cultural resources.
- All but 1 percent of the 1,172-mile underground pipeline is routed on private land, and most of the pipeline is in a work corridor for an existing pipeline built in 1982.
- Engineering of the pipeline put heavy-wall pipe 95 to 115 feet below Lake Oahe.

We don’t condone violence but instead believe in the rule of law. We value the people who live near, or have interests close to, our assets and work to establish good relationships. We respect differing views and the right to peaceful discourse.

Our engagement was based on our company values of safety, honor and commitment; the Code of Business Ethics every employee commits to uphold every day at Phillips 66; and our dedication to continuous improvement. We learned a great deal from our dialogues and this process, including the benefit of emphasizing our human rights position. Our dialogues have informed both our understanding of public concerns and how we will handle future projects.