Diversity and inclusion of thought, skill, knowledge and culture make ExxonMobil more competitive, more resilient and more successful in our complex and constantly changing global businesses.

Diversity strengthens us by promoting unique viewpoints and challenging each of us, every day, to think beyond our traditional frames of reference. We are committed to building a talented and diverse workforce and to creating an environment in which every employee has the opportunity to excel based on his or her performance. These are the core principles upon which we have operated for many years.

Our diversity and inclusion efforts are comprehensive. They range from attracting and developing a talented global workforce, creating a work environment that values unique perspectives, encouraging individual growth, and treating all employees with respect to educational partnerships and community development initiatives designed to improve the quality of life where we live and work.

Our global workforce reflects the local communities and cultures in which we operate. Our objectives are to seek out and hire talented, dedicated employees and to give them the opportunity to learn, grow and succeed. The result is a diverse and multifaceted employee base of talented individuals, who have different perspectives and ideas born of their distinct backgrounds.

Our diversity and inclusion record is one of which employees and shareholders can be proud, and we pledge to continue building a workforce that will ensure we remain a global company in every sense of the word.

How we work

We have three foundational objectives.

We attract, develop and retain a talented and committed workforce from the broadest possible pool to meet our business needs worldwide.

We actively foster productive work environments in which individual and cultural differences are respected and valued and that allow every employee to contribute their full potential.

We identify and develop leadership capabilities in a variety of international and cultural environments.
Our external commitment

We value diverse external perspectives.

We create meaningful relationships with our customers, suppliers, governments, nongovernmental organizations and community stakeholders.

We work with diverse local suppliers of historically underrepresented groups.

We have been recognized for our efforts by the Women’s Business Enterprise National Council in the United States and by WEConnect International outside the United States.

Our future opportunities

We know we have opportunities to ensure our leadership teams fully represent the incredible diversity of our workforce around the world.

We know that the company’s culture will need to continue to evolve to unlock even more of the potential that exists in our workforce.

Focusing on key leadership principles and fostering the right organizational culture will be essential to achieving our business objectives and improving the living standards of people around the world.

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