

ExxonMobil

# Be part of our energy

Energy lives here™





# Join a team that's shaping the future

ExxonMobil, the largest publicly traded international oil and gas company, uses technology and innovation to help meet the world's growing energy needs. We seek not just to deliver the energy the world needs, but to do so in a way that is safe and environmentally responsible.

ExxonMobil is a dynamic, exciting place to work. We hire exceptional people, and every one of them is empowered to think independently, take initiative and be innovative. We invite you to explore the world of opportunities waiting for you.



# Attracting and developing a premier workforce

ExxonMobil conducts business in almost every part of the world. The ideas, perspectives, skills, knowledge and cultures across our company facilitate innovation and is a key competitive advantage. Through a range of programmes, activities and investments, we strive to create and maintain a diverse workforce representative of the numerous geographies where we do business. Our Global Framework is the foundation for this approach, with three interrelated objectives:

- Attract, develop and retain a premier workforce, from the broadest possible pool, to meet our business needs worldwide;
- Actively foster a productive work environment where individual and cultural differences are respected and valued, and where all employees are encouraged to contribute fully to the achievement of superior business results;
- Identify and develop leadership capabilities to excel in a variety of international and cultural environments.

The framework communicates these existing principles in the context of our increasing global operations.

## Global workforce

We search the globe for talented individuals and we encourage them to think independently, take initiative and be innovative. With our focus on hiring local employees, we have a positive impact on the economies in which we operate.

## Internships

ExxonMobil's internships and financial aid initiatives play a key role in our recruiting. Through practical work experience, scholarships, and university grants, we strive to identify the best and brightest students in the technical, engineering, science and business fields.

## Education

To help unlock the full potential of young minds, we support a wide range of education programmes around the world. These help our business over the long run by expanding the talent pool of scientists and engineers, some of whom will join us in the energy business.

## Employee development

Developing the premier workforce in the petroleum industry is the goal of our career development process. We place a high priority on employee development, with an approach based on long-term career orientation and development from within our global organisation. Early identification and accelerated development of talent are critical. Regular and open dialogue with supervisors is encouraged. Employees' skills and competencies are built through training and work experiences in a wide range of assignments in multiple functions around the world.

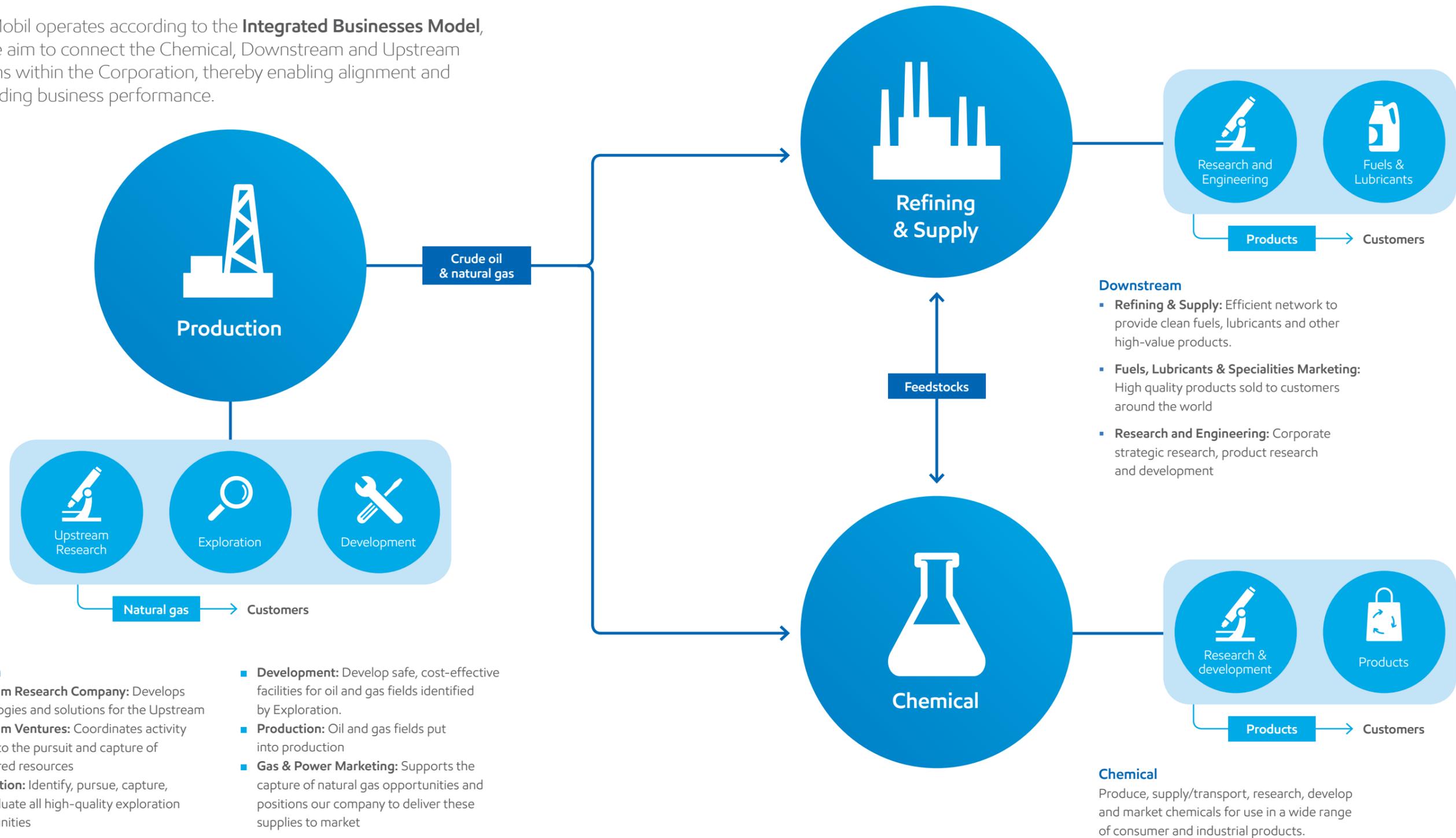
## Training

We provide education and skills development through a proven global training curriculum, customised to our business environment, and through on the job training provided by multiple different assignments over a career. This helps us develop competent and committed employees who are fully prepared to meet future business needs, both locally and globally. To strengthen our technical capacity, more than 70 percent of our investment is directed to professional and technical training.

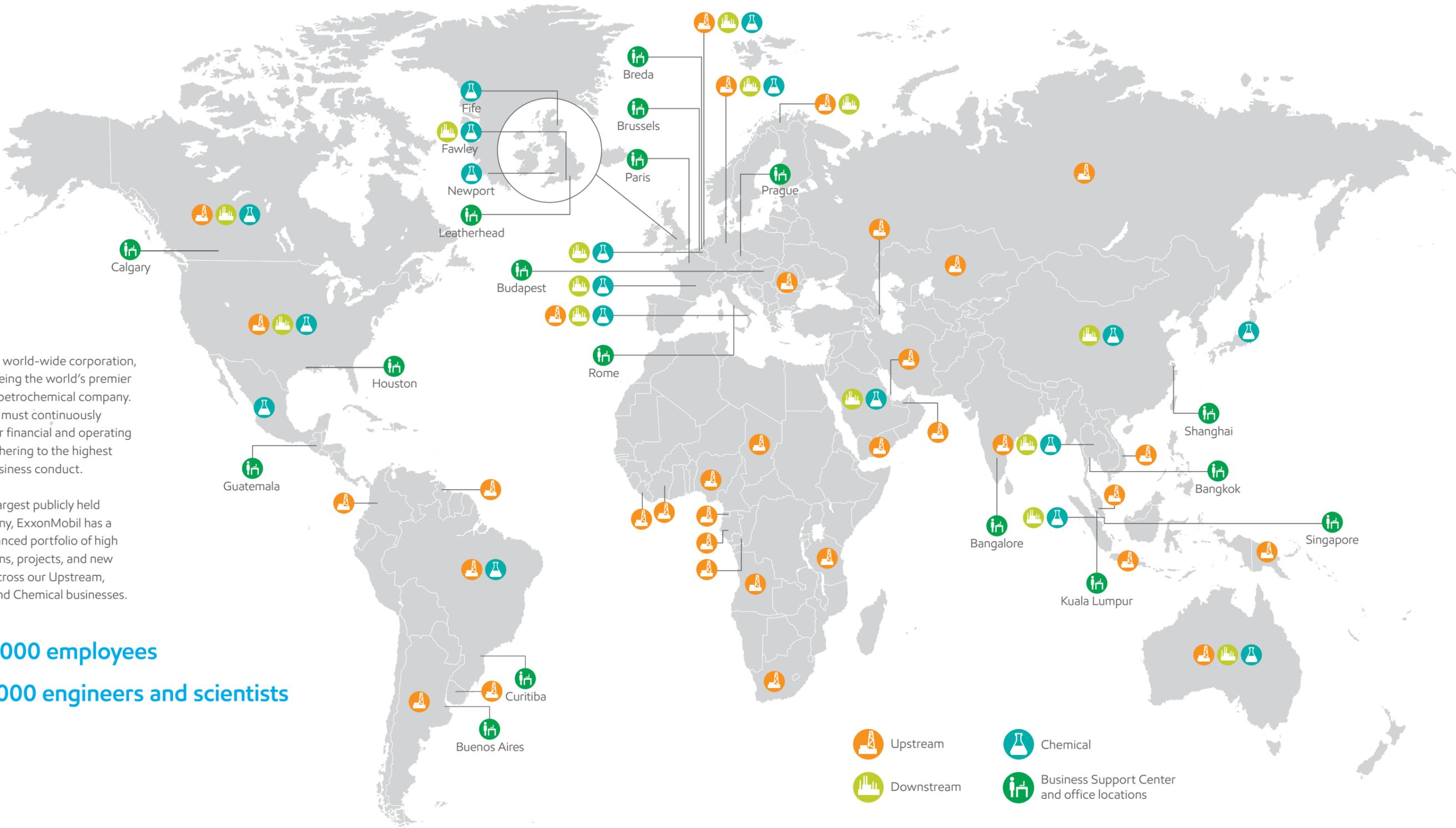


# ExxonMobil integrated businesses

ExxonMobil operates according to the **Integrated Businesses Model**, with the aim to connect the Chemical, Downstream and Upstream functions within the Corporation, thereby enabling alignment and outstanding business performance.



# Global operations



ExxonMobil is a world-wide corporation, committed to being the world's premier petroleum and petrochemical company. To that end, we must continuously achieve superior financial and operating results while adhering to the highest standards of business conduct.

As the world's largest publicly held oil & gas company, ExxonMobil has a diverse and balanced portfolio of high quality operations, projects, and new opportunities across our Upstream, Downstream, and Chemical businesses.

**Over 70,000 employees**  
**Over 19,000 engineers and scientists**

# ExxonMobil in the UK

Exxon Mobil Corporation, the largest publicly-traded international oil and gas company, uses technology and innovation to help meet the world's growing energy needs. Through its divisions and affiliated companies, ExxonMobil holds an industry-leading inventory of resources and is one of the world's largest integrated refiners, marketers of petroleum products and chemical manufacturers.

In the UK we are best known for our Esso and Mobil brands, due to the success of our Esso branded service stations and high performance lubricants. Yet there much more to ExxonMobil in the UK. Our roots date back to 1888 and our Chemical, Downstream, Midstream and Upstream businesses all operate here.

## Chemical

- The Fawley chemical plant, near Southampton, is highly integrated with Fawley Refinery and uses products from it to manufacture ~800,000 tons of petrochemicals annually. Notably, it is the major European manufacturer of halobutyl rubber, used to line car tyres, and is one of the few places in the world to produce pharmaceutical-grade rubber.
- The Fife Ethylene Plant at Mossmorran is one of the largest in Europe and has an annual production capacity of 830,000 tons. It utilises North Sea Natural Gas Liquids and sources additional supplies of ethane from shale gas production in the USA.
- Advanced Elastomer Systems in Newport manufactures thermoplastic elastomers and has the capacity to produce 50,000 tons a year.

## Downstream

- Fawley Refinery is the UK's largest refinery, processing over 270,000 barrels of crude oil per day, it provides around 20 percent of the UK's refining capacity. It manufactures a

full range of petroleum products, including liquefied petroleum gas, petrol, diesel, jet fuel, marine fuels, gas oil, kerosene, lubricant basestocks and fuel oil.

- Fuels, Lubricants and Specialties Marketing (FLSM) provides customers in the basestocks, specialties, marine, aviation, industrial and automotive industries with products to suit a wide range of lubricant applications – some 350 finished lubricants, including an extensive range of engine oils.
- FLSM also markets Esso and Mobil branded products, serving ~800,000 retail customers a day through a network of over 1,000 Esso-branded service stations in the UK.



## Midstream

- ExxonMobil operates the largest privately owned underground oil pipeline distribution network in the UK – around 700 kilometers of pipeline. The majority of refinery products are transported by pipeline to distribution terminals at Hythe, Avonmouth, Birmingham, West London and Purfleet. Connections to the pipeline network also feed aviation fuel to Heathrow, Gatwick and Birmingham airports.

## Upstream

- ExxonMobil's Exploration and Development companies have a regional office in Leatherhead, which supports activities across the European and Caspian region.
- ExxonMobil Production has interests in nearly 40 producing offshore fields in the UK North Sea, including the Brent field, where Shell is the operator. Overall, ExxonMobil is responsible for approximately 5 percent of the UK's total oil and gas production (oil-equivalent basis).
- The South Hook LNG receiving terminal at Milford Haven, Wales, is a joint venture between Qatar Petroleum, ExxonMobil and Total. It opened in 2010, and has the capacity to receive and regasify 15.6 million tons per annum of LNG. This is equivalent to around 20 percent of UK natural gas demand.

## Corporate & Social Responsibility

Integrity is the cornerstone of corporate citizenship. At ExxonMobil we have long recognised the importance and value of business integrity. It is enshrined in our policies and is the guiding principle for how we run our business. The way in which we conduct our business is as important as the results themselves.



In the communities where we operate, we seek to be a responsible corporate citizen and also support local community investments and initiatives. In the UK we support education, volunteering, community services and health.

- **Education:** Supporting the teaching of science, technology and environmental subjects through the ExxonMobil Link Schools Programme and Sci-Tech Challenge.
- **Volunteering:** Through its Volunteer Involvement Programme and School Governors Scheme, ExxonMobil provides cash grants to organisations that UK employees and their families support as volunteers. The Day of Caring initiative also gives employees the opportunity to volunteer their services to work on community projects on company time.
- **Community Services:** Supporting activities to improve life for people in local communities.
- **Health:** From the United States, the ExxonMobil Foundation is funding scholarships at Oxford University to train the next generation of health leaders from developing countries in a one-year Master of Science degree, with a strong focus on global public health threats including malaria, HIV/AIDS and tuberculosis.

# Use your energy to grow

We are committed to giving our people the opportunity to learn and grow through world-class training, exciting career paths and an outstanding development planning process. Our employees can grow within the functions or branch out to other areas in ExxonMobil. We offer our employees varied development experiences, projects and assignments that are shaped by their individual interests as well as business needs. We know that the better our employees become, the better we are as a business.

“ExxonMobil provides many opportunities so you can progress your career and it all starts from day one when you are given responsibility from the start. The Company believes you are capable to succeed and provides you with the opportunity and support to do so.”

**David Faria**  
Chemicals Manufacturing Analyst, Chemical Engineer



## Expand your career with us

 Strong focus on building personal networks and informal mentoring

**\$117+**  
Million Corporate investment in formal employee training (2014)

 Robust yearly development and coaching programme to support career growth

# Use your energy to build

Our teams shape the future every day and the next innovation is never far away. We hire people who are as passionate as we are about our business. We offer the opportunity to learn from specialists in your field, to collaborate with best-in-class partners and create new programmes from the ground up, responding innovatively to changes in our customers needs.

“The rapid advance of the technology industry, and the demands of working for an oil & gas company make ExxonMobil an exciting place to work. In ExxonMobil IT, our business is very customer driven and I have opportunities to add value through technology innovation across the business.”

**Lesley Thomson**  
ExxonMobil IT Regional Asset Coordinator, Civil Engineer



## Play a role in moving the world forward

**125+**  
years Building brands that make people's lives better

 Innovate across borders, with government, and for the environment all while meeting consumer needs

 Build programmes that link to our strategic objectives and grow value for our customers

# Use your energy to lead

A career with us means working for an industry leader with a history of growth, a reputation for excellence and a commitment to our communities. Our people built our story. Our future depends on developing talented employees who will be the next generation of leaders. We encourage our global pool of employees to develop their leadership skills through collaboration, teamwork and management development programmes, all in environments built on respect and diversity.

At the forefront of industry, ExxonMobil provides a breadth of opportunity to develop as a leader and be a part of a winning team!

### Rishin Patni

Lubricants Sales Business Advisor

## Join us in leading the way

\$279 Million  
Community investment programmes (2014)



Leading workplace designed for collaboration and innovation



Multiple employee networks that promote and celebrate inclusion and diversity



# A Great Place to Work

### New ExxonMobil Employee Network (NEME)

- Open to all UK graduate and experienced recruits with less than 5 years internal experience, NEME presents a great opportunity to expand your network within the business and hear about topics of interest that will help you to accelerate your career.
- NEME runs full day events focused on networking and career development, in addition to regular talks on topics ranging from career development to personal financial management.
- And let's not forget, the regular informal social meetings and activities to put those networking tips into action!

### Gyms and Clubs

- For those looking to manage a different type of energy, ExxonMobil's major UK sites have free on site gyms available to employees.
- There are also plenty of sports clubs run by our employees, including football, netball and cricket to name but just a few.



# Your career with us

Continuous investment in professional (iChemE, iMechE, CIMA, CIPD etc.), technical and leadership development and comprehensive compensation and benefits.

## Development

- Long-term, career orientated approach and philosophy
- Structured processes and career planning
- Enrichment through job rotation
- Diverse career opportunities in the UK and beyond

## Compensation & Benefits

- Highly competitive performance based pay rewarding increasing responsibility and experience
- Resettlement allowance for graduates and interim living support for industrial placement students
- Defined benefit pension scheme
- Share Incentive Plan
- Private Healthcare Programme
- Sickness and Accident Plan
- Support for professional accreditation e.g. iChemE
- Further Education Programme



# Pursue a fulfilling career with us today





For more information please visit  
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