

Window ConocoPhillips

康菲之窗

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ConocoPhillips China Inc. receives 2003 Secretary of State's Award for Corporate Excellence

ConocoPhillips China Inc. was nominated by the US Embassy in Beijing for a Department of State Excellence Award in 2003 for the company's outstanding record in safety, environmental protection, education, philanthropy and community work, and its contributions to Chinese society. On November 4th, Mr. Alan Larson, the US State Department's Under Secretary for Economic, Business and Agricultural Affairs, presented a plaque in recognition of achieving the Special Citation in the 2003 State Award for Corporate Excellence competition to Executive Vice President, Operations, ConocoPhillips China Inc., Mr. Dan Bailie.

Since 1999, the awards have been given annually to multinational enterprises by the Secretary of State to emphasize the importance overseas of advancing ethical practices and democratic values, and to recognize the exemplary conduct of US companies in their overseas operations. Companies are selected through a department-wide review of nominations from U.S. ambassadors. ConocoPhillips China Inc. was nominated for this award following a recent State Department selection process. There is no doubt that the nomination is in recognition of ConocoPhillips' recognized leadership in health, safety and environmental protection, performance and operation achievements and management systems in China.

ConocoPhillips China Inc. will continue to improve its operations and strive to achieve further success. ConocoPhillips will also be more actively cooperating with its Chinese partners to encourage them to be part of such future achievements.



(from left to right): Mr. Alan P. Larson, Under Secretary of State for Economic, Business, and Agricultural Affairs, Mr. Dan Bailie, Executive Vice President, Operations, ConocoPhillips China Inc. and Mr. Clark T. Randt, Jr., U.S. Ambassador to China.



The Active Community Involvement Steering Committee in China

To enhance employee involvement in community activities, raise their sense of social responsibility, and in response to its long-standing commitment to give back to local communities, ConocoPhillips China has established a Community Involvement Steering Committee (CISC) in both Beijing and Tanggu. Apart from providing opportunities for carrying out corporate community initiatives, the CISC also supports ideas for other social initiatives undertaken by the employees themselves.

The Beijing Office Community Involvement Steering Committee is made up of 14 volunteers and has embarked on a series of campaigns and initiatives since it was founded. The initiatives set in motion to date include an all-around campaign to organize students for such activities as field surveys, "Jelly Jam" cartoon book distribution, education about animal protection and examples of international environmental protection; a university initiative to set up scholarships and discussion panels on technical communications at the University of Petroleum of China



ConocoPhillips' Values-Our Commitments

Our company values are the basic standards we follow in all decision-making and guide us in our business activities. From the beginning of its foundation, ConocoPhillips has put in place a set of core values ---- "SPIRIT", covering a wide range of aspects - Safety, People, Integrity, Responsibility, Innovation and Teamwork. The values are not only the driver of ConocoPhillips' sustained success in the past, but also the cornerstone of its future development.

Guided by these values, we are committed to:

SAFETY: We operate safely

PEOPLE: We respect one another, recognizing that our success depends upon the commitment, capabilities and diversity of our employees

INTEGRITY: We are ethical and trustworthy in our relationships with all stakeholders

RESPONSIBILITY: We are accountable for our actions. We are a good neighbor and citizen in the communities where we operate

INNOVATION: We anticipate change and respond with creative solutions. We are agile and responsive to the changing needs of stakeholders and embrace learning opportunities from our experience around the world.

TEAMWORK: Our "can-do" spirit delivers top performance. We encourage collaboration, celebrate success and build and nurture long standing mutually beneficial relationships.

With their understanding of the company's core values going deeper, ConocoPhillips' employees have aligned their individual values more closely with the company's propositions resulting in high standards of work. This will not only propel ConocoPhillips further down the path towards sound and steady development, but also significantly help it shape an even sharper brand image.

康菲核心价值观

ConocoPhillips' VALUES

- 安全 - Safety
- 人本 - People
- 诚信 - Integrity
- 责任 - Responsibility
- 创新 - Innovation
- 合作 - Teamwork

COPC welcomed 59 new employees to offshore operations in the Bohai Development



On October 17, 2003, COPC welcomed 59 new employees from CNOOC Ltd., a subsidiary company of its partner. To make them feel welcome as the newest members of the ConocoPhillips China team, Mr. Jim Knudsen, President of ConocoPhillips China Inc., led a management delegation in hosting a Welcome Celebration for the new employees both onshore and offshore. On behalf of all COPC's employees, Jim Knudsen said, "It is always a pleasure to welcome new employees joining ConocoPhillips as this shows we are growing our operations in China and that we have great confidence in our long term presence in Bohai Bay."

Initially, there were less than 20 employees in COPC Beijing and Tanggu. The growth of the employee headcount and office size is directly attributable to the successful development in Bohai. According to the agreement between ConocoPhillips China and CNOOC Ltd., the 59 new employees will continue to work either on the Mingzhu FPSO or on the Wellhead Platform with COPC employees and enjoy the related benefits.



With the new employees, COPC Beijing and Tanggu offices together with offshore employees now number 229. They bring new energy to COPC and the company will enjoy further success because these new employees bring rich experience in oil development.



Opening Ceremony of the International Friendship Forest at Badaling Great Wall

A grand opening ceremony was conducted in Beijing on October 28, 2003 for the opening of the International Friendship Forest at Badaling Great Wall, a green belt constructed jointly by its exclusive corporate sponsor, ConocoPhillips China, Inc., Badaling Special Zone Administration and US-China Environmental Fund. This 133-hectare area along the western side of the Badaling Great Wall, has been transformed from a deserted land sparsely dotted with trees and grasses just several years ago, into a piece of enchanting fairyland shrouded within a sea of red that glitters in the golden autumn sunshine.

At 10:30 a.m., distinguished guests and friends invited for this momentous occasion of fun and excitement gathered at the foot of the Badaling Great Wall. VIPs included ConocoPhillips Senior Vice President Tom Knudson, Badaling Special Zone Administration Director Zhang Liuquan, US-China Environmental Fund Chairman Marc Brody and other representatives. As thousands of pigeons and balloons took flight, the VIP group cut the ribbon and raised the curtain to officially launch this ambitious environmental initiative. The IFF is an initiative aimed at balancing tourism development with environmental protection within a program of national park development that seamlessly integrates natural sceneries, cultural heritage and historical education. The Forest will be opened free to the public in the near future.



"As a friend of China, ConocoPhillips China, Inc. takes great pride in being part of efforts to protect the Great Wall, the natural environment in China and safeguard Chinese cultural traditions developed over thousands of years. The Great Wall is a symbol of great pride, cultural and historical significance. It should be protected for future generations of visitors from China and around the world." Mr. Knudsen said.

The Forest acts as a green buffer zone that alleviates the negative impact of tourism on the local environment. Its human-oriented design, careful layout and rich natural environment also enables visitors to observe the cultural significance and beauty of the Badaling Great Wall from a special perspective.

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BIFF Backgrounder Information

The Badaling International Friendship Forest (BIFF) is located in a valley along the western edge of the Badaling Great Wall and covers an area of 133 hectares. The BIFF is adjacent to the main gate of the Badaling Great Wall and is bordered by the Great Wall Museum, cable car station and surrounding parking lot to the west. Since December 2000, ConocoPhillips has contributed RMB5 million as the project's exclusive corporate sponsor. With the support and cooperation of the US-China Environmental Fund and Badaling Special Zone Administration, the construction of the BIFF was completed in 2003. ConocoPhillips has committed RMB 100,000 each year over the next ten years for the maintenance of the BIFF.

The International Friendship Forest at Badaling Great Wall plays an important role in protecting China's much-valued cultural heritage and balancing tourism development with the restoration and conservation of the ecological environment around Badaling. The Forest provides visitors with breathtaking views of the area by integrating the natural beauty of the Badaling mountains with the cultural significance of the Great Wall.

Another highlight of BIFF is its education signs along the trails that tell Badaling's history, visitors can gain a deeper appreciation of the Great Wall and Chinese cultural achievements. This allows visitors to appreciate the Great Wall's grandeur from various perspectives and better understand the need and importance for environmental protection.

ConocoPhillips has always been committed to environmental protection. The International Friendship Forest at Badaling Great Wall demonstrates ConocoPhillips' consistent commitment to corporate social responsibility, environmental protection and local communities where it operates. ConocoPhillips wishes that more companies would make such commitments to corporate social responsibility.





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and China University of Geosciences; and initiatives to help orphans and support philanthropic activities. At the latest ceremony celebrating the 1st anniversary of the founding of ConocoPhillips, the Committee kicked off a fundraising initiative including a lottery aimed at raising donations for the Shunyi Orphanage, which has been well received among ConocoPhillips' employees. So far, it has raised donations of RMB 18,645 for the orphanage.

"Donations for Impoverished Children", the first initiative launched by the four volunteers of the Tanggu Community Involvement Steering Committee received a prompt and positive response from ConocoPhillips employees working in the Tanggu Office. On August 18, the Committee launched a philanthropic campaign aimed at assisting impoverished children in Tianjin in continuing with their education. The Tianjin Youth Development Foundation, on behalf of the beneficiaries, received a cash donation of RMB 11,650, raised through a donation campaign by the Tanggu Office. These funds will help at least 15 college, middle school and elementary school students to complete their education.

"This is exactly the kind of cause we want to support and I am very happy that the Tanggu staff have responded with utmost generosity to this first initiative by our ConocoPhillips Tanggu CISC," said Kelvin Atkinson, Operations Superintendent of the Tanggu Office.

Donations

ConocoPhillips Tanggu office donated three Founder computers to Tanggu Youth Business Creation & Re-employment Service on November 5 to help enhance the local facility. This facility was founded in year 2000 to help unemployed youth find a job. Tanggu Youth Business Creation & Re-employment Service expressed their appreciation for ConocoPhillips' kind contribution. Mr. Kelvin Atkinson, the Operations Superintendent of ConocoPhillips Tanggu Office said that the community involvement means a lot to ConocoPhillips China Inc. as well.

Following the computer donation to Tanggu Youth Business Creation & Re-employment Service, Tanggu CISC donated 10 other Founder computers to the NO.2 Primary School of Bohai Oil Company on November 25. At the end of the ceremony, the Chairman of Bohai Oil Company Labor Union, expressed their appreciation to COPC on behalf of Bohai Oil Company and encouraged all of the students to study harder to repay COPC's generous contribution to their school.

Recently the Eighth Bohai "Production Cup" Soccer Contest came to an end. The Penglai 19-3 Oilfield Team consisting of employees of ConocoPhillips China, in a spirit of teamwork and commitment that is common at ConocoPhillips China, won the game with a strong performance and gained the RMB600 prize awarded by the organizing committee. To help deliver on ConocoPhillips' corporate citizenship commitment, the team resolved to donate the prize to Tianjin Youngster Development Fund, which will be used to cover the tuition of a junior middle school student for an academic year.

