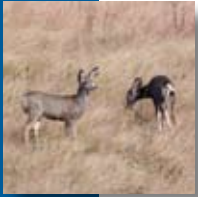




# Marathon Oil Company



## Statement of HES Beliefs

1. Drilling, Completing and Producing Oil and Gas in a **SAFE, CLEAN, RESPONSIBLE**, and cost effective manner is our primary business function.
2. Our **ATTITUDE, ACTIONS and EXPECTATIONS** will make it obvious that we consider worker safety and environmental stewardship first in every operation.
3. **ALL WORKERS** must communicate openly, honestly and often regarding HES goals, issues and workplace hazards. Every worker has the right and obligation to stop an operation if HES issues are not addressed.
4. **MANAGEMENT** will support the workers' efforts through their actions and priorities to improve safety by providing training, seeking input, assisting in investigations and sharing lessons learned across the organization.
5. By **PREPARING to WORK SAFELY** we will reduce the inherent safety risks in our activities to an acceptable level before an activity is undertaken.
6. Every **SAFETY SUGGESTION** will be respectfully and thoughtfully considered and feedback will always be returned.
7. Every incident and significant near hit will be **REPORTED and INVESTIGATED** appropriately to determine cause, effect and preventive measures.
8. We will **LEARN and IMPROVE** from our observations and mistakes by openly communicating and seeking meaningful changes.
9. Working safely is an **INDIVIDUAL CHOICE** that each of us must be committed to make continuously without failure.
10. Working safely and in an environmentally sound manner is a **CONDITION of EMPLOYMENT**.

