

MARATHON OIL CORPORATION
POLICY STATEMENT

MRO 7001

Section: Corporate Responsibility Approved by: Corporate Governance and Nominating Committee	Subject HEALTH, ENVIRONMENT AND SAFETY
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GENERAL PURPOSE

Marathon Oil Corporation (MRO or Corporation) recognizes that the ability to do business in any community is a privilege. We honor this by doing our utmost to avoid harm to people and the environment, and by acting responsibly wherever we operate. High standards of health, environmental, safety (including security) performance are key aspects of our business.

POLICY STATEMENT

The Corporation’s commitment to high standards of Health, Environmental and Safety (HES) performance is supported by the 12 principles below. Where applicable, we will use a management system approach designed around the “Plan-Do-Check-Act” framework and aligned with internationally recognized standards to achieve continual improvement in these areas.

1. **Accident Prevention:** Our goal is an accident and injury free workplace, with 100 percent safe work practices and conditions throughout our operations.
2. **Prevention of Pollution & Resource Conservation:** We are committed to environmental protection and emphasize to the extent practical resource conservation and the minimization of wastes, emissions, and releases throughout our operations.
3. **Communities:** We are dedicated to being a good neighbor in the communities where we work. We will conduct our operations safely and responsibly and we will consult proactively with stakeholders on issues of mutual interest.
4. **Security and Emergency Preparedness:** Security and emergency preparedness are vital functions and the responsibility of management, supervisors and employees at all levels. We will maintain emergency plans to protect everyone in and around our facilities, the environment, and our corporate resources.
5. **Risk Assessment:** Management of risk is fundamental to safe operations, products and services. We will systematically identify potential hazards, assess their relative significance, and develop reduction measures to ensure risks are properly addressed.
6. **Legislative and Regulatory Compliance:** We will comply with all applicable HES laws, regulations, and other requirements to which the organization subscribes. Within our sphere of influence, we will actively participate in the development of responsible laws, regulations and standards regarding HES issues.

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- 7. **Training and Education:** We will ensure that employees understand their HES responsibilities and that they are trained and competent to perform their assignments effectively. We will support education and research on the health, environmental and safety effects of our products and processes.
- 8. **Product Stewardship:** We will provide information to and work with applicable parties to foster the safe use, handling, transportation, storage, recycling, reuse and disposal of our materials, products, and wastes.
- 9. **Contractor Performance:** Recognizing that our contractors are pivotal to achieving our HES goals, we will monitor their performance, use the results in the selection process, and work with our contractors to align our common interests and promote HES excellence.
- 10. **Measurement of Performance:** Our HES performance will be measured regularly using key indicators. Our operations will also be monitored for compliance with applicable HES legislative and regulatory requirements through periodic reviews and audits.
- 11. **Continuous Improvement:** Our management systems provide a framework for setting targets, measuring performance, and reporting results. We will employ these systems to achieve continual improvement in our overall HES performance.
- 12. **Communication:** We will clearly communicate our HES commitments, responsibilities and performance to our employees, the public and other key stakeholders.

POLICY APPLICATION

This Policy applies to all operated assets of Marathon Oil Corporation and its wholly or majority owned subsidiaries.

POLICY IMPLEMENTATION

It is the responsibility of line management to communicate and implement this Policy within their respective organizations.

It is the responsibility of the Corporation’s Corporate Responsibility/HES Management Committee to oversee the application of and adherence to this policy.

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POLICY REVIEW

This policy shall be reviewed at least once every five years, or more frequently as stipulated by the approver, or when a significant change occurs, including changes in law, that impact content.

POLICY EXCEPTIONS

None

REFERENCES

- MRO 7003 - Corporate Social Responsibility