

# MARATHON OIL COMPANY POLICY STATEMENT

MOC 1025

Section: EXECUTIVE

Subject

Approved by:  
Board of Directors

**WEAPONS**

## GENERAL PURPOSE

It is Marathon Oil Company's (MOC or Corporation) objective to provide a safe and productive work environment by prohibiting the possession of weapons on its premises.

## POLICY STATEMENT

### 1. Principle and Definitions

All employees, vendors, suppliers, contractors, subcontractors, tenants and visitors are prohibited from using, possessing or concealing any weapons, whether licensed or not, on Corporation premises.

"Weapon" means any device or object designed to cause injury or death including, without limitation, all firearms and explosives. Mace or other similar defensive devices intended to temporarily disable a person would not normally be considered a weapon for purposes of this policy.

"Corporation Premises" includes, but is not limited to, Corporation owned, rented, used or leased office buildings and other properties, including lodging furnished or paid for by the Corporation; Corporation work site locations, offices, parking garages, and/or parking lots; or Corporation-owned, -leased or -rented vehicles, aircraft, vessels or equipment.

### 2. Searches

Without limitation, the Corporation reserves the right to conduct unannounced personal searches of all individuals on the Corporation Premises, including, without limitation, personal effects, lockers, baggage, desks, lunch boxes, containers, purses, brief cases, billfolds, parcels and personal-owned or leased vehicles which are located on Corporation Premises (hereinafter referred to as "Personal Searches").

Entry upon Corporation Premises will constitute consent to Personal Searches.

The Corporation intends to use Personal Searches when it believes this policy may have been violated and/or for the purpose of deterrence and assurance that there is compliance with this policy.

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All individuals on Corporation Premises must cooperate in the enforcement of this policy, including allowing the Corporation to conduct Personal Searches.

### 3. Enforcement

Any violation of this policy, including the first offense, will subject a Corporation employee to discipline, up to and including discharge. Corporation employees who refuse to allow a Personal Search will be discharged. Violation by non-Corporation personnel will result in removal from Corporation Premises. The Corporation reserves the right to call law enforcement officials for any violation of this policy.

## **POLICY APPLICATION**

The substance of this policy appropriately adapted for the conditions involved in each case is recommended for adoption by MOC's wholly or majority owned subsidiaries.

## **POLICY IMPLEMENTATION**

The Senior Vice President of Corporate Affairs shall have the primary responsibility for implementing and monitoring compliance with this policy and shall periodically report on such implementation and monitoring to the MOC Board of Directors.

## **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**

Exceptions shall be implemented in those locations where all or part of this policy conflicts with state law, to the extent necessary to bring this policy into compliance with state law.

In addition, exceptions to this policy may be granted for specific circumstances at specific Corporation Premises through written designation or approval signed by an Officer of the Corporation. In all other respects, the policy will still apply.

The following exceptions have been approved for all Corporation Premises:

A duly appointed officer of a law enforcement agency during the performance of his or her official duties, or where such officer is hired by the Corporation for security purposes.

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Private security personnel, armed or unarmed, hired by the Corporation for security purposes.

## REFERENCES

None