

MARATHON OIL CORPORATION POLICY STATEMENT

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Section: Human Resources	Subject
Approved by: Corporate Governance and Nominating Committee	HARASSMENT POLICY

GENERAL PURPOSE

It is the objective of Marathon Oil Corporation to create a working environment in which all forms of harassment are forbidden. In doing so, the Corporation will promote harmonious work relationships and maintain a professional atmosphere.

POLICY STATEMENT

In order to promote harmonious work relationships and maintain a professional atmosphere, the Corporation has a policy prohibiting harassment of fellow workers. All forms of harassment which create an offensive working environment are forbidden, including, but not limited to, insulting, intimidating or discourteous conduct, as well as derogatory jokes or comments, relating to race, color, religion, sex, age, disability, national origin, sexual orientation, veteran status, or other protected status under applicable employment law.

With respect to sexual harassment, the Equal Employment Opportunity Commission has issued Guidelines defining unlawful sexual harassment as:

Unwelcome sexual advances, requests of sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

This type of conduct, whether of a sexual nature or otherwise, will not be tolerated. Any employee who feels that they have been harassed in violation of this policy must report such conduct to their supervisor, the Human Resources Department responsible for their work location, or any of the other avenues for reporting harassment established by the Corporation. All complaints will be fully and promptly investigated. A final report will be made to the appropriate level of Company management involved, which will result in appropriate corrective action, if warranted. Except to the extent necessary to conduct the investigation and take appropriate corrective action, if warranted, all communication concerning complaints under this policy will be kept confidential; in all instances any disclosure will be *limited* to those persons with a need to know.

The use of this procedure to register bona fide complaints will not result in retaliation or other adverse consequences to the employee reporting the problem or any individual assisting in the investigation.

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POLICY APPLICATION

This policy applies to Marathon Oil Corporation and its wholly or majority owned subsidiaries.

POLICY IMPLEMENTATION

The Vice President, Human Resources, shall have the primary responsibility for implementing and monitoring compliance with this policy and shall periodically report on such implementation and monitoring to the 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

None

REFERENCES

None