



Marathon Oil



Statement of HES&S Beliefs

1. We will conduct all aspects of our business in a **SAFE, CLEAN, SECURE, RESPONSIBLE** and cost effective manner.
2. Our **ATTITUDE, ACTIONS and EXPECTATIONS** will make it obvious that we consider health, safety, security and environmental stewardship first in every operation.
3. **ALL WORKERS** must communicate openly, honestly and often regarding health, environment, safety and security (HES&S) goals, issues and workplace hazards. Every worker has the right and obligation to stop a job if HES&S issues are not addressed.
4. **MANAGEMENT** will support the workers' efforts through their actions and priorities to improve HES&S by providing training, seeking input, assisting in investigations and sharing lessons learned across the organization.
5. By **PREPARING to WORK SAFELY** and in an **ENVIRONMENTALLY SOUND MANNER** we will reduce the inherent risks in our activities to an acceptable level before an activity is undertaken.
6. **HES&S SUGGESTIONS** will be respectfully and thoughtfully considered and feedback will be returned.
7. Incidents and near misses 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 and in an environmentally sound manner 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**.