



Supervisor's Manual Bulletin Smoking Policy

(As of May 1, 2007)

Purpose

The purpose of this policy is to minimize the exposure to nonsmokers of side-stream tobacco smoke and to conform with all applicable laws. This policy is consistent with the Company's commitment of providing a healthy and safe work environment for its employees.

Effective Date

May 1, 2007

Policy Provisions

1. The Smoking Policy applies to all domestic Marathon Oil Corporation facilities and premises ("Company Premises"). This policy does not apply to subsidiary retail facilities or international locations.
2. "Company Premises" includes, but is not limited to, all Company owned, rented, used or leased property, Company worksite locations, offices and/or parking lots, or Company owned, leased, or rented vehicles, aircraft, vessels, or equipment. The applicability of the Smoking Policy to certain areas of a Company premise (e.g., parking lots, lodging, sidewalks, green space, designated outside smoking areas, etc.) shall be determined by each location in compliance with applicable laws.
3. Smoking is prohibited on all Company Premises unless such Company Premise is specifically designated for smoking and such designated smoking area will conform to all applicable laws.
4. All Company locations will communicate areas designated for smoking and will post appropriate signage in conformance with all applicable laws.
5. The provisions of this policy are applicable to all employees and visitors alike.

Additional Information and Assistance

1. Supervisors are to be familiar with this policy.
2. Human Resources assists in the administration of the Smoking Policy throughout the Company.