

MARATHON OIL CORPORATION POLICY STATEMENT

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Section: Human Resources	Subject
Approved by: Corporate Governance and Nominating Committee	DRUG AND ALCOHOL POLICY

GENERAL PURPOSE

It is the Company's belief that the misuse of drugs, alcohol, or any substance having a physiological, psychological or biochemical effect impairs employee health, employee performance and creates unsafe working conditions. The Company is committed to maintaining a productive, safe and healthy work environment free of Unauthorized Drug and Unauthorized Alcohol use. In implementing this policy, the Company will sponsor educational programs and, in appropriate circumstances, initiate rehabilitation or disciplinary measures.

Additionally, the Company has in effect, and enforces, drug and alcohol policies as required by the U.S. Department of Transportation (D.O.T.) and U.S. Coast Guard (U.S.C.G.) for positions regulated by the D.O.T./U.S.C.G. The D.O.T./U.S.C.G. policies supplement this Policy for covered employees.

POLICY STATEMENT

The manufacture, use, possession, distribution, purchase or sale of Unauthorized Drugs by Company employees while on Company Property or while engaged in Company business is prohibited. An employee reporting for work or working with Unauthorized Drugs in their body or who has a positive drug screen is in violation of this policy. This also includes, but is not limited to, the operation of a Company-owned, rented or leased vehicle.

The consumption or possession of alcohol in unsealed or opened containers on Company Property is prohibited, except in limited circumstances where specifically authorized by the President of the Company, the applicable organization Vice President or a manager or supervisors designated by either such officer. Other provisions regarding use of alcohol still apply. The following exceptions have been approved: a) Company aircraft, b) commercial aircraft, c) Houston commercially-operated cafeteria, d) Terrace Dining Room, Donnell building, e) Company-provided apartments, f) Company-provided lodging at non-worksite locations, g) during business dinners, lunches, meetings or social and athletic gatherings at non-company-owned locations; and h) Findlay cafeteria. Any other exceptions should be approved within the organization involved.

Reporting for work or working with prohibited concentrations of alcohol in the blood (.04% Blood Alcohol Content) is in violation of this Policy. This also includes, but is not limited to, the operation of a Company-owned, rented or leased vehicle. In its discretion, designated management may prohibit possession of all Alcohol on Company Property at designated locations.

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For the purposes of this policy, the term “Unauthorized Drugs” shall mean any substance, other than an Authorized Substance, which is, or has the effect on the human body of being a narcotic, depressant, stimulant, hallucinogen or cannabinoid, their precursors, derivatives or analogues, and includes, but is not limited to, those substances scheduled as controlled substances pursuant to the Federal Controlled Substances Act, inhalants, “designer drugs”, “look-a-likes”, and hemp products or products derived from hemp.

Substances having a physiological, psychological or biochemical effect which are lawfully prescribed or which are available without a prescription, which are lawfully obtained by an employee and which the employee possesses and uses in the appropriate manner, in the dosages and for the purposes for which the substances were prescribed or manufactured, are considered “Authorized Substances” for the purposes of this policy. In the case of alcohol, such is excluded from this definition to the extent its possession or consumption places an employee in violation of the Alcohol Policy.

Company Property includes, but is not limited to, Company-owned, rented, used or leased property, including lodging furnished or paid for by the Company; Company worksite locations, offices and/or parking lots; or Company owned, leased or rented vehicles, aircraft, vessels or equipment.

It is an employee’s responsibility to notify local Human Resources or their refinery nurse in writing when they are taking any prescription or nonprescription medicine or substance which may impair their judgement or performance or otherwise adversely affect the normal functions of their mental faculties or physical abilities.

Rehabilitation referral assistance is available through the Employee Assistance Program, Human Resources or Health Services for any employee who feels the need for assistance in dealing with a drug or alcohol problem.

Employees are encouraged to volunteer for rehabilitation assistance before their problem leads to a situation which could jeopardize their employment. Employees who volunteer for such rehabilitation before they have performance problems or before the Company is aware of a violation of this Policy will not be subject to discipline solely on the basis of their voluntary request for rehabilitation.

Without limitation, the Company reserves the right to conduct unannounced Personal Searches of employees, including, but not limited to, their personal effects, lockers, baggage, desks, lunch boxes, containers, purses, billfolds, parcels; private vehicles if on Company Property and living quarters, if furnished or paid for by the Company; any Company property assigned to employees; and a limited search of the person.

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Entry upon the Company's Property by employees will be deemed to constitute consent by the employee to Personal Searches.

The Company intends to use searches when it reasonably believes this Policy has been violated and periodically for purposes of deterrence and detection.

The Company intends to use Laboratory Testing to detect or confirm violations of this Policy policy. Laboratory Testing includes, but is not limited to, urinalysis, breath, blood, hair and saliva analysis. Laboratory Testing is authorized under the following circumstances: pre-employment, reasonable suspicion, random (for safety-sensitive positions only), post-rehabilitation, and aviation department.

Employees must cooperate in the enforcement of the Company's policy including providing consent to the Company to conduct Personal Searches and Laboratory Testing authorized by this Policy.

An employee charged with, convicted or under investigation in connection with a drug-related or alcohol-related criminal offense may be subject to discipline up to and including discharge for the first offense and/or required to submit to Laboratory Testing. If testing establishes Unauthorized Drug or Alcohol use, the employee will be subject to discipline.

Any violation of the Company's Drug and Alcohol Policy will subject the employee to discipline including discharge for the first offense. Moreover, employees "Under the Influence" of Alcohol, possessing, distributing, selling, purchasing or discovered in the act of using Unauthorized Drugs or Unauthorized Alcohol on Company Property or while engaged in Company business are in violation of this Policy and will be discharged. Employees who refuse to sign a consent form or refuse consent to a search and/or laboratory testing, or otherwise are involved in actions considered to undermine the integrity of the testing policy, will be discharged. If an employee tests positive on a drug test, or has a blood alcohol level of at least .04% but less than the governmentally recognized level for being under the influence, the employee is suspended without pay for at least 30 calendar days and required to undergo a professional assessment and complete a rehabilitation program if recommended and approved by Health Services as a condition of continued employment. The Company also reserves the right to discharge an employee for a positive drug test. In all other circumstances, it is within the Company's sole discretion to determine whether to continue an employee's employment when it has determined that the employee has violated this Policy.

Contractors will be informed of the Company's Policy and its application to them. Any person performing services for the Company will be subject to and must comply with this Policy. Any person found in violation of this Policy will not be permitted to perform services

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for the Company nor be permitted access to Company Property. In addition, contractors will be required to certify in writing that their employees and/or subcontractors are subject to Laboratory Testing provisions which are substantially equal to the Company Policy in all respects. Any exceptions to the contractor's laboratory testing provisions must be requested by the Vice President of the Organization wishing to use such contractor, and approved by the Vice President of Human Resources (or designee) and the General Counsel (or designee).

This summary and the Policy Document itself are only informational and under no circumstances are they to be construed as creating or constituting a contract of employment, nor shall they be construed as limiting any action the Company may desire to take in administering the employee-employer relationship.

POLICY APPLICATION

This policy applies to Marathon Oil Corporation and its subsidiaries.

POLICY IMPLEMENTATION

The Vice President, Human Resources, in consultation with Law and Health Services, has overall 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

Exceptions are noted in the Policy Statement.

REFERENCES

None