

## Worldwide Health, Safety and Environmental Policy

The policy of Murphy Oil Corporation (Murphy) and all its subsidiaries is to conduct business in a manner that respects the environment as well as the health, safety and security of its employees, its customers, its contractors and the communities where we operate. The foundation for Murphy's success is achieving outstanding health safety and environmental performance equivalent with operational excellence and positive financial results.

**Demonstrate visible and active leadership in all of our business activities**

by providing resources necessary to manage and communicate HSE commitment, expectations and accountability in the same manner as any other critical business function. Appropriate systems and procedures will be enforced to ensure compliance with this policy and these principles.

**Make it clear to all employees and contractors that working safely is a condition of employment.** We expect every employee and contractor to take personal responsibility to understand and implement the principles of this HSE policy.

**Comply with all applicable HSE laws, legislation, international agreements and regulations** in the countries or communities where we operate and implement responsible controls where such laws, legislation and regulations do not exist.

**Provide training and training criteria to our employees and contractors to perform their job safely** and to effectively utilize their knowledge and skills to maintain a safe and healthy work environment.

**Identify and assess potential hazards and threats to people, the environment, and assets.** Implement reasonable and practicable actions to eliminate, mitigate, or manage these risks.

**Work proactively with stakeholders** to develop and advance effective approaches to human health, safety and environmental protection.

**Continue to minimize the impact of our exploration and production activities on the environment** by implementing economically feasible projects that promote energy efficiency and use natural resources effectively.

**Strive to achieve our goal of eliminating environmental and safety incidents.** In the event an incident occurs, appropriate response, corrective action and reporting will be performed in a timely manner.

**Achieve continuous HSE improvement and compliance** by setting targets, auditing assets and business practices, reviewing results and reporting on our performance.

**Implement an HSE management system** to achieve the objectives outlined in this policy.

**Every Murphy employee and contractor must understand and adhere to the Murphy Life Saving Rules.** These rules identify the most critical safety hazards and are designed to prevent injuries and significant incidents at our locations and across our industry. Adherence to the Life Saving Rules is not optional, it is a condition of conducting business with Murphy.

By adopting this HSE Policy and set of principles, Murphy Oil Corporation demonstrates its commitment to conduct business in a manner that protects human health and the environment. We intend to make consistent measurable progress in implementing these principles and apply them to all aspects of our operations.

Signed



Roger W. Jenkins, President and Chief Executive Officer

Dated September 30, 2020



We believe in providing energy that empowers people.