

# HUMAN RIGHTS POLICY

## PURPOSE

These guidelines have been approved by the board of directors of Murphy Oil Corporation (“Murphy Oil” or the “Company”) and, along with the by-laws of the Company, the Code of Business Conduct and Ethics, Operating Procedures 01-01-10 and 01-01-17 and the charters of the board committees, provide the framework for the governance of the Company. The board will review these guidelines and other aspects of corporate governance annually, or more often if appropriate.

## GUIDING PRINCIPLES

Our commitment to human rights is guided by and informed by the principles set forth in the United Nations Declaration of Human Rights. <https://www.un.org/en/about-us/universal-declaration-of-humanrights>. Murphy is further committed to a complete prohibition against child labor as well as recognizing that access to water is also a fundamental human right. Beyond these fundamental human rights, Murphy actively conducts programs regarding specific issues and groups; including diversity, equity and inclusion programs that recognize the benefit of the meaningful presence and participation of women and minorities in our business as well as our industry.

## IMPLEMENTATION, COLLABORATION AND EXPECTATIONS

Murphy continuously strives to build and implement policies that support and recognize the importance of human rights. Murphy’s commitment to human rights is not only a reflection of our core values and heritage, but a policy mandated by our Board of Directors. Our dedication to do what is right and safe, for our people, our industry, communities, and the environment are reflected in our:

- [Code of Business Ethics and Conduct](#);
- implementation of diversity, equity, and inclusion programs with an emphasis on the meaningful presence and participation of women and minorities;
- rigorous onboarding, annual trainings, management, due diligence, and reporting systems; and
- policies, contracts, and directives for vendors, suppliers, contractors, and partners.

Murphy believes that it is the function of the government to be the primary source of policy and protection for human rights. As always, Murphy will respect and comply with the laws of the countries in which we do business. We will strive to engage and partner with our host governments to promote our commitment to human rights.

## **ACCOUNTABILITY**

Murphy integrates rigorous onboarding, training, management, due diligence and reporting systems to identify, prevent, mitigate and take prompt corrective action to address compliance issues. Due diligence tools we rely on include, but are not limited to, legal and regulatory compliance reviews, and supplier audits. Murphy is committed to investigating good faith concerns thoroughly and providing appropriate responses and remedies.

Murphy continues its longstanding practice of engaging with local stakeholders regarding our presence and ability to positively impact communities in which we do business. We will ensure that this engagement furthers the goals set forth in this policy. We encourage feedback and constructive dialogue with all relevant stakeholders and as part of this policy will provide guidance and annual training to our employees regarding this policy and all other appropriate procedures to promptly address any concerns that may be raised. Should any stakeholder feel the need to address any matter regarding human rights beyond this engagement, they may contact the Corporate Compliance Officer at +1 (281) 675-9000 for further assistance and resolution.