

POLICY STATEMENT COMMITMENT

ConocoPhillips Norway Business Unit is committed to protecting the health and safety of everybody who plays a part in our operations or lives in the communities in which we operate. Wherever we operate, we will conduct our business with respect and care for both local and global environment and systematically manage risks to drive sustainable business growth.

We will not be satisfied until we succeed in eliminating all injuries, occupational illnesses, unsafe practices and incidents of environmental harm from our activities.

RESPONSIBILITIES

The President has overall accountability for Health, Safety and Environmental performance in our operations.

All managers and supervisors at ConocoPhillips are responsible and accountable for the Health and Safety of their staff by:

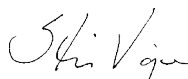
- Ensuring that all applicable Health, Safety & Environmental legislation and codes are adhered to and that appropriate actions are taken to ensure a safe working environment.
- The active participation of all employees in the achievement of Health, Safety & Environmental objectives.
- Conducting all activities in accordance with the requirements of the Health, Safety & Environmental Management system.

Employees are responsible for ensuring they comply with relevant legislation and the Health, Safety and Environmental management system, to ensure prevention of harm to themselves, their colleagues and the environment.

OUR PLAN

To meet our Policy Statement, ConocoPhillips Norway Business Unit will:

- Demonstrate active Health, Safety and Environmental leadership and communication of this policy.
- Ensure that all employees and contractors understand that working safely is a condition of employment, and that everyone is responsible for their own safety and for minimizing environmental impacts of our operations.
- Provide all the employees and contractors with the responsibility and authority to stop work that they believe to be unsafe.
- Manage all projects and processes through their life cycles in a way that protects Health and Safety and prevents pollution and manages wastes.
- Provide employees, contractors and suppliers with the training, knowledge and resources necessary to achieve our Health, Safety & Environmental commitments.
- Measure, audit and publicly report Health, Safety & Environmental performance and maintain open dialogue with stakeholder groups.
- Comply with laws and regulations and applicable codes.
- Work with the regulator and other stakeholders to continuously improve Health, Safety & Environmental performance.
- Evaluate and control exposure risks in the working environment.
- Communicate our commitment to this policy to our contractors and governments.
- Provide medical services to give advice, support and monitoring on health related matters.
- Include environmental, social and governance (ESG) considerations into all our business decisions.
- Investigate and report incidents and accidents with the potential to cause risks to health, safety or environmental damage.
- Require all employees and contractors to attend Health, Safety & Environmental meetings.
- Develop safe systems of work for all potentially hazardous situations, and identify and assess major accident hazards.
- Implement procedures to ensure that operational and technical integrity, which have the potential to cause an HSE impact are properly considered at all stages in the asset life cycle.
- Provide effective emergency response systems allowing onshore and offshore personnel to deal effectively with emergency situations.
- Continuously improve the energy efficiency of our operations.



Steinar Våge

President, Europe, Middle East & Africa

“Nothing is so urgent or important, that we cannot take time to do it safely and in an environmentally prudent manner”