

Our Commitments, Accomplishments and Objectives

ETHICS

Commitments	Accomplishments at End-2006	Next Steps
<ul style="list-style-type: none"> Educate all of our employees and partners Ensure the proper application of the Code of Conduct 	<ul style="list-style-type: none"> Code of Conduct published in 16 languages Dedicated ethics intranet site that can be accessed by 70,000 employees 41 units have undergone ethical assessments and 9 have been reassessed since 2002 	<ul style="list-style-type: none"> Continue to implement training and awareness initiatives Conduct 6 ethical assessments and 4 reassessments in 2007
<ul style="list-style-type: none"> Develop our human rights policy 	<ul style="list-style-type: none"> Training on <i>Voluntary Principles</i> launched: 5 sessions held in 2006 Preparation of a human rights training program with IPIECA 	<ul style="list-style-type: none"> Continue to organize <i>Voluntary Principles</i> training sessions Deploy a compliance management tool
<ul style="list-style-type: none"> Ensure integrity in business relationships 	<ul style="list-style-type: none"> Dedicated training sessions for employees potentially exposed to bribery and corruption Dialogue and best practice sharing through the ICC and the Global Compact 	<ul style="list-style-type: none"> Continue training and dialogue with international organizations Publish an Integrity Guide and CSR & Purchasing Guidelines in 2007

SAFETY

Commitments	Accomplishments at End-2006	Next Steps
<ul style="list-style-type: none"> Enhance our occupational safety performance 	<ul style="list-style-type: none"> 2006 total recordable injury rate (TRIR) for Group and contractor employees in line with the target of a 10% reduction on 2005: 5.1 incidents per million hours worked, representing a decline of 14% Publication of a best practices guide on onsite machinery and pedestrian traffic safety Safety behavior initiatives being tested in all businesses and employee perception indicators in use 	<ul style="list-style-type: none"> 2007 target: consolidate 2006 results, with a TRIR of 5.0 incidents per million hours worked Pursue the deployment of safety behavior initiatives in the businesses Publish a Group Safety Guideline on substance use and abuse and launch an alcohol/drug awareness campaign Prepare training resources on best safety practices for work at height and high-pressure water jetting
<ul style="list-style-type: none"> Strengthen the safety of our facilities 	<ul style="list-style-type: none"> Application of the Group-wide technological risk analysis method to existing facilities, particularly in France, and projects Appraisal of the effectiveness of safety management systems at all sites presenting technological risks: 76% complete at end-2006 Publication of a Group Safety Guideline on safety-critical operations Organization of our technological risk management process into three tiers 	<ul style="list-style-type: none"> Continue to perform technological risk analyses in all of our operations 2007 target for appraisal of safety management systems at sites presenting technological risks: 80% (> 95% in 2009) Prepare technological risk prevention plans for all of our sites in France Build on our partnership agreement with France's <i>Eco Maires</i> association by preparing a best practices guide Establish an assessment checklist for our liquid hydrocarbon depots
<ul style="list-style-type: none"> Enhance transportation safety and promote road safety 	<ul style="list-style-type: none"> Transportation risk analyses strengthened Safety management systems extended across all transportation modes, particularly road and rail Driving safety: Training program launched for the worldwide network of driving correspondents 	<ul style="list-style-type: none"> Improve accident reporting Continue to deploy and assess carrier safety management systems Prepare Group-wide standards for loading/offloading operations

HEALTH

Commitments	Accomplishments at End-2006	Next Steps
<ul style="list-style-type: none"> Prevent health risks in the workplace and around industrial units 	<ul style="list-style-type: none"> <i>Occupational Health and Hygiene Guidelines</i> deployed at our major sites Third global report on occupational illnesses at our sites 	<ul style="list-style-type: none"> Deploy the <i>Occupational Health and Hygiene Guidelines</i> at 50% of our major sites by 2008, 75% by 2010
<ul style="list-style-type: none"> Help to keep our employees in good health Minimize the impact of major pandemics such as HIV/AIDS, tuberculosis and malaria on our employees, their families and even neighboring communities 	<ul style="list-style-type: none"> Corporate funding agreements, in particular with Institut Pasteur: Nearly 100 health care providers in Angola trained in STI prevention and treatment under programs approved by the Institute Malaria: Joint publication of a practical guidebook on fighting malaria in the workplace 	<ul style="list-style-type: none"> Employees and their families: Pursue prevention programs targeting health issues relevant to each subsidiary, such as STIs, obesity and addictions (smoking, alcohol, drugs) Neighboring communities: Deploy further actions in the field under the agreement with Institut Pasteur, including projects in Morocco (STIs) and the Central African Republic (infantile diarrhea)

ENVIRONMENT

Commitments	Accomplishments at End-2006	Next Steps
<ul style="list-style-type: none"> ■ Obtain ISO 14001 certification of 75% of our environmentally sensitive sites by end-2007 	<ul style="list-style-type: none"> ■ 74% of environmentally sensitive sites certified 	<ul style="list-style-type: none"> ■ Pursue the certification program ■ Make the methodological guide available to operations managers in 2007
<ul style="list-style-type: none"> ■ Manage greenhouse gas emissions 	<ul style="list-style-type: none"> ● E&P: 39% reduction per unit produced compared with 1990 ● R&M: 17% reduction per metric ton refined compared with 1990¹ ● Chemicals: 22% reduction in absolute value compared with 1990 ● G&P: 293 kilograms of CO₂/MWh (equity share) 	<ul style="list-style-type: none"> ● E&P: Reduce flaring of associated gas by 50% in 2012 compared with 2005 ● R&M: Reduce our Energy Intensity Index (EII) by 7 points in 2010 compared with 2004 ● Chemicals: Improve energy efficiency by 10% in 2011 compared with 2005 ● G&P: Maintain carbon content of electricity generated below 350 kilograms per MWh (equity share)
<ul style="list-style-type: none"> ■ Protect air quality ● Refining: Reduce SO₂ emissions by 20% in 2010 from 2004 for the worldwide operated scope and prevent SO₂ peaks ● Chemicals: Reduce VOC emissions by 20% in 2007 from 2002 	<ul style="list-style-type: none"> ● Refining: 8% reduction in SO₂ emissions in 2006 compared with 2004 ● Chemicals: target exceeded in 2006 	<ul style="list-style-type: none"> ● Refining: <ul style="list-style-type: none"> - Pursue the action plan to reduce SO₂ emissions - Benzene plan (VOC)
<ul style="list-style-type: none"> ■ Protect water quality ● E&P: Reduce hydrocarbon discharges to less than 30 ppm per subsidiary in 2007 ● Chemicals: <ul style="list-style-type: none"> - Reduce water withdrawal by 10% in 2007 compared with 2002 - Reduce chemical oxygen demand (COD) discharges by 20% in 2007 compared with 2002 	<ul style="list-style-type: none"> ● E&P: 2006 target exceeded on average: 27 ppm ● Chemicals: <ul style="list-style-type: none"> - Target exceeded in 2006 - Target exceeded in 2006 	<ul style="list-style-type: none"> ● E&P: Continue to deploy the action plan in each subsidiary
<ul style="list-style-type: none"> ■ Remediate soil 	<ul style="list-style-type: none"> ■ Remtec+ project launched to compile best practices 	<ul style="list-style-type: none"> ■ Publish six methodological guides starting in 2007 ■ Map the risks associated with contaminated soil
<ul style="list-style-type: none"> ■ Identify and curb the impact of our operations on biodiversity 	<ul style="list-style-type: none"> ■ Distribution of the corporate biodiversity policy ■ Deployment of the methodological guide at three pilot sites: Yemen LNG and Feyzin and Prémont in France 	<ul style="list-style-type: none"> ■ Publish a practical guide to biodiversity in early 2007 ■ Upgrade the Protected Areas geographic information system ■ Obtain feedback from the three pilot sites

HUMAN RESOURCES

Commitments	Accomplishments at End-2006	Next Steps
<ul style="list-style-type: none"> ■ Initiate and broaden employee dialogue <ul style="list-style-type: none"> - Broaden employee dialogue to include new CSR issues - Solicit employee input 	<ul style="list-style-type: none"> ■ A European Works Council Sustainable Development, Corporate Social Responsibility and Safety Committee set up ■ A scorecard established to track progress under the Europe-wide agreement on equal opportunity 	<ul style="list-style-type: none"> ■ Implement a Europe-wide agreement to support the creation, acquisition or development of small and medium-sized enterprises (SMEs) ■ Revamp the employee satisfaction survey to facilitate the implementation of action plans
<ul style="list-style-type: none"> ■ Promote diversity and equal opportunity <ul style="list-style-type: none"> - 2010 target: 25% women and 60% non-French managers - Fight discrimination 	<ul style="list-style-type: none"> ■ 2006 targets met for increasing the number of women and non-French managers: 19% women and 58% non-French ■ <i>Business Charter for Equal Opportunity in Education</i> signed in France 	<ul style="list-style-type: none"> ■ Define indicators to track compensation disparities between men and women ■ In France, leverage partnerships with <i>the Institut d'Études Politiques de Paris</i> and <i>Fondation Télémaque</i> to help disadvantaged young people further their education
<ul style="list-style-type: none"> ■ Make training and education a core responsibility <ul style="list-style-type: none"> - Develop employee skills - Educate employees about new CSR issues 	<ul style="list-style-type: none"> ■ Management training seminar on cross-cultural and community issues created ■ Interdisciplinary seminar on ethical, environmental and social issues and challenges deployed worldwide 	<ul style="list-style-type: none"> ■ Step up deployment of training and awareness programs on cross-cultural issues ■ Develop training centers in non-OECD countries like Nigeria

LOCAL DEVELOPMENT

Commitments	Accomplishments at End-2006	Next Steps
<ul style="list-style-type: none"> ■ Help to improve oil revenue transparency 	<ul style="list-style-type: none"> ■ Participation in the work of the EITI ■ Financial transparency reports on four countries published on our Web site 	<ul style="list-style-type: none"> ■ Continue to work with the EITI to encourage other countries to adhere
<ul style="list-style-type: none"> ■ Utilize local human and industrial resources fully in our operations 	<ul style="list-style-type: none"> ■ Specific local content policy for each of our major projects in non-OECD countries ■ 2,325 new hires in non-OECD countries 	<ul style="list-style-type: none"> ■ Continue to expand local content
<ul style="list-style-type: none"> ■ Enhance the professionalism of our community involvement process 	<ul style="list-style-type: none"> ■ Social impact assessments for all new investments ■ Stakeholder Relationship Management+ (SRM+) deployed at 47 industrial sites ■ Publication of a guide on access to energy for developing countries 	<ul style="list-style-type: none"> ■ Map stakeholders at all of our main sites by 2009 ■ Assess the outcomes of our community involvement projects
<ul style="list-style-type: none"> ■ Support SMEs near our sites 	<ul style="list-style-type: none"> ■ More than 300 SMEs helped in France ■ Similar programs launched or continued in non-OECD countries (Congo, Madagascar, South Africa, Angola) 	<ul style="list-style-type: none"> ■ Extend support for SMEs to other countries ■ Continue to revitalize regions affected by the restructuring or winding down of our operations

¹ Achieved despite additional processing of refined products to manufacture cleaner fuels.