

TULLOW VALUES



VALUE

Focus on value creation through performance, delivery and accountability

In Tullow we:

- Set goals and manage performance to deliver against them
- Align our individual objectives with those of the business
- Take accountability for our actions
- Deliver our objectives and learn from our experiences

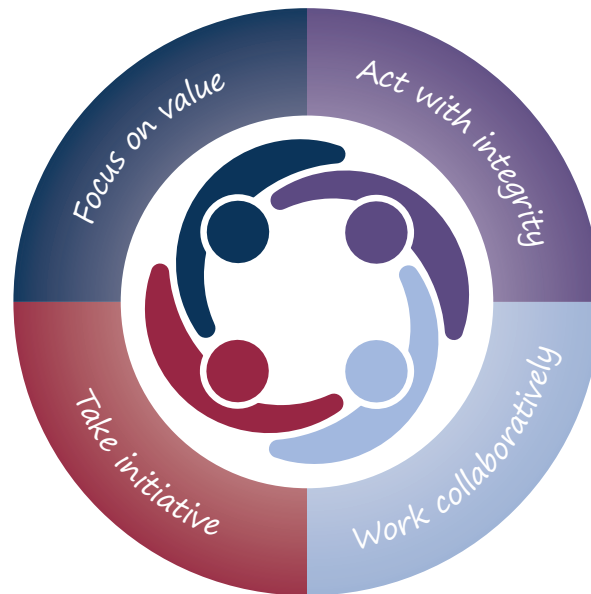


INITIATIVE

Take initiative to find new and innovative ways to develop the business

In Tullow we:

- Take on new challenges and think creatively
- Manage risk and find innovative solutions to difficult problems
- Constructively challenge ourselves and decisions
- Seek ways to find and share best practice and work with other industry companies



Act with integrity and have respect for each other, communities and places where we work

In Tullow we:

- Treat our people and our stakeholders with respect at all times
- Operate safely, responsibly and sustainably
- Are transparent in our activities and reporting
- Adhere to our Code of Ethical Conduct and our Standards

Work collaboratively to leverage our collective talents and support the development of each other

In Tullow we:

- Share ideas, insights and knowledge
- Develop our personal skills and competence
- Build and maintain positive working relationships
- Acknowledge and celebrate success



INTEGRITY



COLLABORATION