



**Policy Name:** Driving Distraction Policy  
**Policy Number:** A174  
**Policy Owner:** VP Health, Safety, Environment & Social Responsibility  
**Policy Approver:** Senior VP, General Counsel & Secretary  
**Approval Date:** March 31, 2011

## **Policy Statement:**

This Driving Distraction policy provides direction to Nexen Personnel on what constitutes safe and appropriate behavior while operating Motor Vehicles.

### **1. Definitions:**

Driving Distractions – any activity undertaken by the operator of a Motor Vehicle that distracts attention away from the safe operation of the vehicle. In the context of this policy, this includes but is not strictly limited to: the operation of Electronic Devices, personal grooming, reading, or eating or drinking beverages that may require two hands, while the Motor Vehicle is in motion.

Contractor – includes companies, consultants and individuals engaged by Nexen to provide services under a consulting or other contract arrangement.

Electronic Devices – includes but is not limited to hand-held communication devices (e.g. cell phones, satellite phones, Blackberry, two-way radios); lap-top computers and other electronic productivity devices; hands-free communication devices (e.g. Bluetooth, OnStar, etc.); navigation devices (e.g. GPS); entertainment devices not permanently attached to the vehicle (e.g. gaming devices, MP3, iPods, etc.).

Employee – includes all regular full-time, part-time, temporary, casual and fixed-term employees of Nexen.

Nexen (or the Company) – refers to Nexen Inc. and its majority-owned subsidiaries.

Nexen Personnel – means Employees and Contractors, and for the purposes of this policy includes third-parties (including partners, regulators and visitors) operating Motor Vehicles on a Nexen work-site.

Motor Vehicle – means any and all self-propelled vehicles (e.g. cars, trucks, cranes, ATVs, trackhoes, etc.), and includes Company, personal and rental vehicles.

### **2. Objectives:**

This policy is intended to provide clear direction to all Nexen Personnel on Driving Distractions, what constitutes safe and appropriate behavior while operating Motor



Vehicles, and/or using a Company-provided Electronic Device while operating a Motor Vehicle.

### **3. Persons Affected:**

This policy is applicable to (i) all Nexen Personnel operating a Motor Vehicle on Company business; (ii) all Nexen Personnel operating a Company-provided Motor Vehicle at any time; and (iii) the use of Company-provided Electronic Devices while operating any Motor Vehicle.

This policy is also applicable to all third parties (including visitors, partners, and regulators) operating a Motor Vehicle on a Nexen work-site.

All Nexen Personnel are strongly encouraged to apply the safe driving practices embodied in this policy to their own and their family's personal driving habits.

### **4. Policy:**

Except as otherwise expressly permitted in this policy, Nexen Personnel: (i) must avoid Driving Distractions while operating a Motor Vehicle on Company business, and while operating a Company-provided Motor Vehicle at any time; and (ii) shall not use Company-provided Electronic Devices while operating any Motor Vehicle. Nexen Personnel must safely pull off to a designated rest or parking area to operate any Electronic Device or perform any function that constitutes a Driving Distraction.

Nexen Personnel are permitted to use two-way radio calls or hands-free devices only for brief communication for: emergency response, security instructions, radio controlled roads, work instructions for heavy equipment (e.g. pilot or trail vehicles, mobile cranes, rig moves etc...) and GPS devices that are integral to the operation of mobile heavy equipment (e.g. graders, trackers, seismic equipment etc...).

In addition to the provisions of this policy, Nexen Personnel must comply with all applicable legislation regarding safe operation of a Motor Vehicle and the use of Electronic Devices while operating a Motor Vehicle.

### **5. Roles and Responsibilities:**

The Nexen Vice President, Health, Safety, Environment & Social Responsibility will ensure that this policy is maintained and supported in all areas of the Company's business.

Nexen corporate and divisional HSE&SR managers will support the implementation of this policy in all areas for which they have management responsibilities. This will include harmonization of their particular divisional policies, standards and operational practices



with this policy and with applicable legislation and regulations in the jurisdictions in which operations are conducted.

## 6. Compliance:

All Nexen Personnel are expected to comply with the provisions of this policy at all times and to monitor and promptly report breaches of this policy to their manager, HR representative or to Nexen legal counsel.

Employees who observe any Nexen Personnel engaging in an activity that breaches this policy should make every attempt to ensure that the individual stops driving the Motor Vehicle and/or ceases to engage in the Driving Distraction.

Nexen Personnel involved in a Motor Vehicle accident while on Company business or while operating a Company-provided Motor Vehicle will be subject to an incident investigation that will include confirmation of adherence to this policy (see also: HSE&SR Event Reporting and Investigation Standard, Element 11 – Nexen HSE&SR Management System).

Disciplinary action will be taken for violations of this policy in accordance with the progressive steps specified in the Employee Relations Policy (HR217 – Section 4.4 Corrective Action), the Corrective Action Guidebook and, in the UK, the Disciplinary Procedure. It should be noted that consequences for even first infractions of this policy could be serious, up to and including dismissal.

## 7. Revision History:

DATE	REVISION #	DESCRIPTION OF CHANGE
March 31, 2011	1 <sup>st</sup> Revision	Minor changes to section 4
January 31, 2011	Policy Creation	New Policy created and approved