

Corporate Sustainability Report - Global Reporting Index			
Murphy Warehouse Company 2016 Annual Index covering 1/1/15-12/31/15			
●	fully reported		
◉	partially reported		
○	not reported		
n/a	not applicable		
GENERAL STANDARD DISCLOSURES			
STRATEGY AND ANALYSIS	Description	2015	
G4-1	<p>(position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.</p> <p>The statement should present the overall vision and strategy for the short term, medium term, and long term, particularly with regard to managing the significant economic, environmental and social impacts that the organization causes and contributes to, or the impacts that can be linked to its activities as a result of relationships with others (such as suppliers, people or organizations in local communities). The statement should include:</p> <ul style="list-style-type: none"> • Strategic priorities and key topics for the short and medium term with regard to sustainability, including respect for internationally recognized standards and how such standards relate to long term organizational strategy and success • Broader trends (such as macroeconomic or political) affecting the organization and influencing sustainability priorities • Key events, achievements, and failures during the reporting period • Views on performance with respect to targets • Outlook on the organization's main challenges and targets for the next year and goals for the coming 3-5 years • Other items pertaining to the organization's strategic approach 	To Our Stakeholders p. 2, Company Snapshot p.3, Sustainability Priorities pp. 4-5	●
ORGANIZATIONAL PROFILE			
G4-3	a. Report the name of the organization.	Cover.	●
G4-4	a. Report the primary brands, products, and services.	Company Snapshot p. 3.	●
G4-5	a. Report the location of the organization's headquarters.	Back cover.	●
G4-6	a. Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	United States.	●
G4-7	a. Report the nature of ownership and legal form.	Family owned, privately held Sub-S Corporation, with 34 principal owners, 4th and 5th generation Murphy shareholders.	●
G4-8	a. Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Company Snapshot p. 3	●
G4-9	a. Report the scale of the organization, including: <ul style="list-style-type: none"> • Total number of employees • Total number of operations • Net sales (for private sector organizations) or net revenues (for public sector organizations) • Total capitalization broken down in terms of debt and equity (for private sector organizations) • Quantity of products or services provided 	Murphy employs 177 people at 4 owned and 7 leased facilities in Minnesota and 3 leased facilities in Kansas City. Net sales are not reported as this is a privately held family organization.	◉
G4-10	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	Of the 177 people in all regions, 116 are union employees; 81.4% male and 18.6% female. There are no seasonal variation in employment numbers.	●
G4-11	a. Report the percentage of total employees covered by collective bargaining agreements.	72%	●
G4-12	a. Describe the organization's supply chain.	Murphy's warehouse and logistics services are part of the supply chain; Murphy does not produce any product.	n/a
G4-13	a. Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: <ul style="list-style-type: none"> • Changes in the location of, or changes in, operations, including facility openings, closings, and expansions • Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) • Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination 	Murphy sold its facility located at 701 24th Avenue, SE, MN in December 2015. Murphy continues to occupy the space and leases it back from the new owner, the University of MN. Because it was operated by Murphy the entire year, it is included in this report. Murphy sold its Central Fridley facility in December 2014; its data is included in some of this report for annual comparisons.	●
G4-14	a. Report whether and how the precautionary approach or principle is addressed by the organization.	principle in all of its operational planning by setting goals to reduce carbon emissions, reduce dependency on fossil fuels, promote native habitat, mitigate storm water runoff on site, reduce its waste stream. If something might be harmful, Murphy will not act until further information is known.	●
G4-15	a. List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	Management Approach p. 6.	●
G4-16	a. List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: <ul style="list-style-type: none"> • Holds a position on the governance body • Participates in projects or committees • Provides substantive funding beyond routine membership dues • Views membership as strategic <p>This refers primarily to memberships maintained at the organizational level.</p>	Community p. 19.	●
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	This report covers Murphy Warehouse's 4 owned and operated facilities in Minnesota and its 30 owned trucks (23 in Minneapolis/St. Paul area and 7 in Kansas City) and all of its owned forklifts (124 total; 99 are propane-powered).	●
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	Sustainability Priorities pp. 4-5.	●
G4-19	a. List all the material Aspects identified in the process for defining report content.	Sustainability Priorities pp. 4-5 and report pp. 8-19.	●
G4-20	a. For each material Aspect, report the Aspect Boundary within the organization, as follows: <ul style="list-style-type: none"> • Report whether the Aspect is material within the organization • If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: <ul style="list-style-type: none"> - The list of entities or groups of entities included in G4-17 for which the Aspect is not material or - The list of entities or groups of entities included in G4-17 for which the Aspects is material • Report any specific limitation regarding the Aspect Boundary within the organization 	Sustainability Priorities pp. 4-5 and report pp. 8-19.	●

G4-21	a. For each material Aspect, report the Aspect Boundary outside the organization, as follows: <ul style="list-style-type: none"> Report whether the Aspect is material outside of the organization If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified Report any specific limitation regarding the Aspect Boundary outside the organization 	Sustainability Priorities p. 4.	●
G4-22	a. Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	This is Murphy's fourth annual Corporate Sustainability Report. No restatements.	●
G4-23	a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	This is the third report prepared in accordance with GRI Core Guidelines (G4).	●
STAKEHOLDER ENGAGEMENT			
G4-24	a. Provide a list of stakeholder groups engaged by the organization.	Executive leadership, Communications, Quality Assurance, Facilities Management, Shareholders, Customers and active prospects, key business partners.	●
G4-25	a. Report the basis for identification and selection of stakeholders with whom to engage.	Worked with CEO to identify key stakeholders.	●
G4-26	a. Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Annual shareholder meeting; quarterly sustainability meetings; outreach through LEED certification process; CEO distributes annual Corporate Sustainability Reports to owners of the company for feedback.	●
G4-27	a. Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	concerns include costs of sustainability investments and staff time requirements; concerns are addressed through analysis and communication of findings.	●
REPORT PROFILE			
G4-28	a. Reporting period (such as fiscal or calendar year) for information provided.	1/1/2015 - 12/31/2015.	●
G4-29	a. Date of most recent previous report (if any).	June 2015, covering 1/1/2014-12/31/2014	●
G4-30	a. Reporting cycle (such as annual, biennial).	Annual.	●
G4-31	a. Provide the contact point for questions regarding the report or its contents.	Sustology, LLC	●
G4-32	a. Report the 'in accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option. c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines	To Our Stakeholders p. 2.	●
G4-33	a. Report the organization's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	To Our Stakeholders p. 2.	○
GOVERNANCE			
G4-34	a. Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Murphy has a board of directors (highest governance body). The finance and compensation committees report to the board and have responsibility for decision-making on all major capital purchases and expenditures.	●
ETHICS AND INTEGRITY			
G4-56	a. Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	To Our Stakeholders p. 2, Company Snapshot p.3, Sustainability Priorities pp. 4-5	●
SPECIFIC STANDARD DISCLOSURES			
CATEGORY: ECONOMIC			
ASPECT: ECONOMIC PERFORMANCE			
G4-DMA Generic Disclosures on Management Approach	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: <ul style="list-style-type: none"> The mechanisms for evaluating the effectiveness of the management approach The results of the evaluation of the management approach Any related adjustments to the management approach 	Murphy is a privately held, family owned business. Economic performance is relevant to the sustainability of the organization. Murphy does not disclose financial information, as it is deemed confidential.	●
G4-EC1 Direct economic value generated and distributed	a. Report the direct economic value generated and distributed (EVG&D) on an accruals basis including the basic components for the organization's global operations as listed below. If data is presented on a cash basis, report the justification for this decision and report the basic components as listed below: <ul style="list-style-type: none"> Direct economic value generated: – Revenues Economic value distributed: – Operating costs – Employee wages and benefits – Payments to providers of capital – Payments to government (by country) – Community investments Economic value retained (calculated as 'Direct economic value generated' less 'Economic value distributed') b. To better assess local economic impacts, report EVG&D separately at country, regional, or market levels, where significant. Report the criteria used for defining significance.	Murphy is a privately held, family owned business. Economic performance is relevant to the sustainability of the organization. Murphy does not disclose financial information, as it is deemed confidential.	○
G4-EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change	a. Report risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure, including: <ul style="list-style-type: none"> A description of the risk or opportunity and its classification as either physical, regulatory, or other A description of the impact associated with the risk or opportunity The financial implications of the risk or opportunity before action is taken The methods used to manage the risk or opportunity The costs of actions taken to manage the risk or opportunity 	Greenhouse Gas Emissions p. 15.	○
G4-EC3 Coverage of the organization's defined benefit plan obligations	a. Where the plan's liabilities are met by the organization's general resources, report the estimated value of those liabilities. b. Where a separate fund exists to pay the plan's pension liabilities, report: <ul style="list-style-type: none"> The extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them The basis on which that estimate has been arrived at When that estimate was made c. Where a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage. d. Report the percentage of salary contributed by employee or employer. e. Report the level of participation in retirement plans (such as participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact).	Confidential. Not reported.	○

<p>G4-EC4</p> <p>Financial assistance received from government</p>	<p>a. Report the total monetary value of financial assistance received by the organization from governments during the reporting period, including, as a minimum:</p> <ul style="list-style-type: none"> • Tax relief and tax credits • Subsidies • Investment grants, research and development grants, and other relevant types of grants • Awards • Royalty holidays • Financial assistance from Export Credit Agencies (ECAs) • Financial incentives • Other financial benefits received or receivable from any government for any operation <p>b. Report the information above by country.</p> <p>c. Report whether, and the extent to which, the government is present in the shareholding structure.</p>	<p>Murphy did not receive any financial assistance from any government, in any country; nor is the government present in the shareholding structure.</p>	<p>●</p>
<p>ASPECT: MARKET PRESENCE</p>			
<p>G4-DMA</p> <p>Generic Disclosures on Management Approach</p>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	<p>Murphy values its employees and draws on the local community for hiring. This is material to the business because it is a local business, and the family business depends upon the community for its survival. Community p. 19.</p>	<p>●</p>
<p>G4-EC5</p> <p>Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation</p>	<p>a. When a significant proportion of the workforce is compensated based on wages subject to minimum wage rules, report the ratio of the entry level wage by gender at significant locations of operation to the minimum wage.</p> <p>b. Report whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums could be used as a reference, report which minimum wage is being used.</p> <p>c. Report the definition used for 'significant locations of operation'.</p>	<p>Murphy does not have any workforce subject to minimum wage rules.</p>	<p>●</p>
<p>G4-EC6</p> <p>Proportion of senior management hired from the local community at significant locations of operation</p>	<p>a. Report the percentage of senior management at significant locations of operation that are hired from the local community.</p> <p>b. Report the definition of 'senior management' used.</p> <p>c. Report the organization's geographical definition of 'local'.</p> <p>d. Report the definition used for 'significant locations of operation'.</p>	<p>100% of senior management is from the local community.</p>	<p>●</p>
<p>ASPECT: INDIRECT ECONOMIC IMPACTS</p>			
<p>G4-DMA</p> <p>Generic Disclosures on Management Approach</p>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	<p>Murphy's leadership in sustainability is helping to transform the warehouse and logistics industry. This Aspect is material because of the CEO's commitment to improving the environment. Community p. 19.</p>	<p>●</p>
<p>G4-EC7</p> <p>Development and impact of infrastructure investments and services supported</p>	<p>a. Report the extent of development of significant infrastructure investments and services supported.</p> <p>b. Report the current or expected impacts on communities and local economies. Report positive and negative impacts where relevant.</p> <p>c. Report whether these investments and services are commercial, in-kind, or pro bono engagements.</p>	<p>Immaterial.</p>	<p>n/a</p>
<p>G4-EC8</p> <p>Significant indirect economic impacts, including the extent of impacts</p>	<p>a. Report examples of the significant identified positive and negative indirect economic impacts the organization has. These may include:</p> <ul style="list-style-type: none"> • Changing the productivity of organizations, sectors, or the whole economy • Economic development in areas of high poverty • Economic impact of improving or deteriorating social or environmental conditions • Availability of products and services for those on low incomes • Enhancing skills and knowledge amongst a professional community or in a geographical region • Jobs supported in the supply chain or distribution chain • Stimulating, enabling, or limiting foreign direct investment • Economic impact of change in location of operations or activities • Economic impact of the use of products and services <p>b. Report the significance of the impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.</p>	<p>Murphy's operations make customers more efficient and more profitable because we are their outsourced provider of services. Murphy decreases their carbon footprint because their locations are near cities, airports, and railroads. They have an indirect impact on other businesses because our CEO, Richard T. Murphy Jr., speaks to other businesses and students on the benefits of investing in sustainable initiatives. Community p. 19.</p>	<p>●</p>
<p>ASPECT: PROCUREMENT PRACTICES</p>			
<p>G4-DMA</p> <p>Generic Disclosures on Management Approach</p>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	<p>Immaterial.</p>	<p>n/a</p>
<p>G4-EC9</p> <p>Proportion of spending on local suppliers at significant locations of operation</p>	<p>a. Report the percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (such as percentage of products and services purchased locally).</p> <p>b. Report the organization's geographical definition of 'local'.</p> <p>c. Report the definition used for 'significant locations of operation'.</p>	<p>Immaterial.</p>	<p>n/a</p>
<p>CATEGORY: ENVIRONMENTAL</p>			
<p>ASPECT: MATERIALS</p>			
<p>G4-DMA</p> <p>Generic Disclosures on Management Approach</p>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	<p>Management Approach pp. 6-7; Materials & Resources p. 16</p>	<p>●</p>
<p>G4-EN1</p> <p>Materials used by weight or volume</p>	<p>a. Report the total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:</p> <ul style="list-style-type: none"> • Non-renewable materials used • Renewable materials used 	<p>Murphy does not report on this indicator. Murphy is a service company that does not manufacture a product.</p>	<p>n/a</p>
<p>G4-EN2</p> <p>Percentage of materials used that are recycled input materials</p>	<p>a. Report the percentage of recycled input materials used to manufacture the organization's primary products and services.</p>	<p>Murphy does not report on this indicator. Murphy is a service company that does not manufacture a product.</p>	<p>n/a</p>
<p>ASPECT: ENERGY</p>			
<p>G4-DMA</p> <p>Generic Disclosures on Management Approach</p>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	<p>Management Approach pp. 6-7; Transportation p. 13; Energy Efficiency p. 8; Renewable Energy p. 9; Greenhouse Gas Emissions pp. 14-15.</p>	<p>●</p>

<p>G4-EN3 Energy consumption within the organization</p>	<p>a. Report total fuel consumption from non-renewable sources in joules or multiples, including fuel types used. b. Report total fuel consumption from renewable fuel sources in joules or multiples, including fuel types used. c. Report in joules, watt-hours or multiples, the total: • Electricity consumption • Heating consumption • Cooling consumption • Steam consumption d. Report in joules, watt-hours or multiples, the total: • Electricity sold • Heating sold • Cooling sold • Steam sold e. Report total energy consumption in joules or multiples. f. Report standards, methodologies, and assumptions used. g. Report the source of the conversion factors used.</p>	<p>Two types of direct energy consumed within the organization: diesel gasoline for owned trucks: Transportation p. 8; and propane used for forklifts: Greenhouse Gas Emissions p. 15. For other trucks serving customers at Murphy Warehouse, data is not available.</p>	<p>●</p>
<p>G4-EN4 Energy consumption outside of the organization</p>	<p>a. Report energy consumed outside of the organization, in joules or multiples. b. Report standards, methodologies, and assumptions used. c. Report the source of the conversion factors used.</p>	<p>Energy Efficiency p.8 and Greenhouse Gas Emissions p. 15. Leased facilities are not controlled by Murphy and therefore not reported.</p>	<p>●</p>
<p>G4-EN5 Energy intensity</p>	<p>a. Report the energy intensity ratio. b. Report the organization-specific metric (the ratio denominator) chosen to calculate the ratio. c. Report the types of energy included in the intensity ratio: fuel, electricity, heating, cooling, steam, or all. d. Report whether the ratio uses energy consumed within the organization, outside of it or both.</p>	<p>The GHG intensity ratio for Murphy's owned facilities was 26.4 fro 2015. The denominator is square footage of the facilities. For all GHG figures, gases included in the calculation are carbon dioxide, methane, and nitrous oxide. The types of energy included are heating and cooling for all 4 of Murphy's owned facilities (indirectly consumed). The calculation is based on Energy Star's Portfolio Manager's assumptions and methodologies.</p>	<p>●</p>
<p>G4-EN6 Reduction of energy consumption</p>	<p>a. Report the amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Report the types of energy included in the reductions: fuel, electricity, heating, cooling, and steam. c. Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it. d. Report standards, methodologies, and assumptions used.</p>	<p>Transportation p. 13, Energy Efficiency p. 8, Greenhouse Gas Emissions pp. 14-15.</p>	<p>●</p>
<p>G4-EN7 Reductions in energy requirements of products and services</p>	<p>a. Report the reductions in the energy requirements of sold products and services achieved during the reporting period, in joules or multiples. b. Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it. c. Report standards, methodologies, and assumptions used.</p>	<p>Murphy does not report on this indicator. Murphy is a service company that does not manufacture a product.</p>	<p>n/a</p>
ASPECT: WATER			
<p>G4-DMA Generic Disclosures on Management Approach</p>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach</p>	<p>Sustainability Priorities pp. 4-5, Management Approach pp. 6-7, Water Efficiency p. 12.</p>	<p>●</p>
<p>G4-EN8 Total water withdrawal by source</p>	<p>a. Report the total volume of water withdrawn from the following sources: • Surface water, including water from wetlands, rivers, lakes, and oceans • Ground water • Rainwater collected directly and stored by the organization • Waste water from another organization • Municipal water supplies or other water utilities b. Report standards, methodologies, and assumptions used.</p>	<p>Water Efficiency p. 10. Murphy withdrew 4.242 million gallons of municipal water supplies in 2015, based on actual water meter data.</p>	<p>●</p>
<p>G4-EN9 Water sources significantly affected by withdrawal of water</p>	<p>a. Report the total number of water sources significantly affected by withdrawal by type: • Size of water source • Whether or not the source is designated as a protected area (nationally or internationally) • Biodiversity value (such as species diversity and endemism, total number of protected species) • Value or importance of water source to local communities and indigenous peoples b. Report standards, methodologies, and assumptions used.</p>	<p>Murphy does not report on this indicator. Murphy's operations do not withdraw much water.</p>	<p>n/a</p>
<p>G4-EN10 Percentage and total volume of water recycled and reused</p>	<p>a. Report the total volume of water recycled and reused by the organization. b. Report the total volume of water recycled and reused as a percentage of the total water withdrawal reported under Indicator G4-EN8. c. Report standards, methodologies, and assumptions used.</p>	<p>Murphy does not report on this indicator. Murphy's operations do not withdraw much water.</p>	<p>n/a</p>
ASPECT: BIODIVERSITY			
<p>G4-DMA Generic Disclosures on Management Approach</p>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach</p>	<p>Biodiversity p. 12, Management Approach pp. 6-7.</p>	<p>●</p>
<p>G4-EN11 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</p>	<p>a. Report the following information for each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas: • Geographic location • Subsurface and underground land that may be owned, leased, or managed by the organization • Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas • Type of operation (office, manufacturing or production, or extractive) • Size of operational site in km² • Biodiversity value characterized by: – The attribute of the protected area or high biodiversity value area outside the protected area (terrestrial, freshwater, or maritime ecosystem) – Listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation)</p>	<p>Biodiversity p. 12.</p>	<p>○</p>
<p>G4-EN12 Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas</p>	<p>a. Report the nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: • Construction or use of manufacturing plants, mines, and transport infrastructure • Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources) • Introduction of invasive species, pests, and pathogens • Reduction of species • Habitat conversion • Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level) b. Report significant direct and indirect positive and negative impacts with reference to the following: • Species affected • Extent of areas impacted • Duration of impacts • Reversibility or irreversibility of the impacts</p>	<p>Not reported.</p>	<p>○</p>
<p>G4-EN13 Habitats protected or restored</p>	<p>a. Report the size and location of all habitat protected areas or restored areas, and whether the success of the restoration measure was or is approved by independent external professionals. b. Report whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures. c. Report on the status of each area based on its condition at the close of the reporting period. d. Report standards, methodologies, and assumptions used.</p>	<p>Biodiversity p. 12.</p>	<p>○</p>

<p>G4-EN14</p> <p>Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk</p>	<p>a. Report the total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:</p> <ul style="list-style-type: none"> • Critically endangered • Endangered • Vulnerable • Near threatened • Least concern 	<p>Not reported.</p>	<p>○</p>
ASPECT: EMISSIONS			
<p>G4-DMA</p> <p>Generic Disclosures on Management Approach</p>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	<p>Sustainability Priorities p. 4, Management Approach pp. 6-7, Greenhouse Gas Emissions pp. 14-15.</p>	<p>●</p>
<p>G4-EN15</p> <p>Direct greenhouse gas (GHG) emissions (Scope 1)</p>	<p>a. Report gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</p> <p>b. Report gases included in the calculation (whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all).</p> <p>c. Report biogenic CO₂ emissions in metric tons of CO₂ equivalent separately from the gross direct (Scope 1) GHG emissions.</p> <p>d. Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>e. Report standards, methodologies, and assumptions used.</p> <p>f. Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source.</p> <p>g. Report the chosen consolidation approach for emissions (equity share, financial control, operational control).</p>	<p>Transportation p. 13, Greenhouse Gas Emissions pp. 14-15.</p>	<p>●</p>
<p>G4-EN16</p> <p>Energy indirect greenhouse gas (GHG) emissions (Scope 2)</p>	<p>a. Report gross energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</p> <p>b. Report gases included in the calculation, if available.</p> <p>c. Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>d. Report standards, methodologies, and assumptions used.</p> <p>e. Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available.</p> <p>f. Report the chosen consolidation approach for emissions (equity share, financial control, operational control).</p>	<p>Greenhouse Gas Emissions page pp. 14-15, for 2015 based on Energy Star data.</p>	<p>●</p>
<p>G4-EN17</p> <p>Other indirect greenhouse gas (GHG) emissions (Scope 3)</p>	<p>a. Report gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent, excluding indirect emissions from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organization (these indirect emissions are reported in Indicator G4-EN16). Exclude any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</p> <p>b. Report gases included in the calculation, if available.</p> <p>c. Report biogenic CO₂ emissions in metric tons of CO₂ equivalent separately from the gross other indirect (Scope 3) GHG emissions.</p> <p>d. Report other indirect (Scope 3) emissions categories and activities included in the calculation.</p> <p>e. Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>f. Report standards, methodologies, and assumptions used.</p> <p>g. Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available.</p>	<p>Energy emissions from Murphy's leased facilities is not reported here because data is not available. Murphy is working on obtaining this data. Energy emissions from employee commuting is not reported because the ratio of employees to square footage is low and all Murphy facilities are centrally located, rendering this component of indirect energy consumption not material. Emissions from other trucks going in and out of the warehouse is material, but data is not available.</p>	<p>○</p>
<p>G4-EN18</p> <p>Greenhouse gas (GHG) emissions intensity</p>	<p>a. Report the GHG emissions intensity ratio.</p> <p>b. Report the organization-specific metric (the ratio denominator) chosen to calculate the ratio.</p> <p>c. Report the types of GHG emissions included in the intensity ratio: direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3).</p> <p>d. Report gases included in the calculation.</p>	<p>Not reported for direct energy consumed (diesel gasoline for trucks and propane for forklifts), which is Scope 1.</p>	<p>○</p>
<p>G4-EN19</p> <p>Reduction of greenhouse gas (GHG) emissions</p>	<p>a. Report the amount of GHG emissions reductions achieved as a direct result of initiatives to reduce emissions, in metric tons of CO₂ equivalent.</p> <p>b. Report gases included in the calculation (whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all).</p> <p>c. Report the chosen base year or baseline and the rationale for choosing it.</p> <p>d. Report standards, methodologies, and assumptions used.</p> <p>e. Report whether the reductions in GHG emissions occurred in direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3) emissions.</p>	<p>Greenhouse Gas Emissions page pp. 14-15.</p>	<p>●</p>
<p>G4-EN20</p> <p>Emissions of ozone-depleting substances (ODS)</p>	<p>a. Report production, imports, and exports of ODS in metric tons of CFC-11 equivalent.</p> <p>b. Report substances included in the calculation.</p> <p>c. Report standards, methodologies, and assumptions used.</p> <p>d. Report the source of the emission factors used.</p>	<p>Murphy does not emit any ozone-depleting substances. All HVAC equipment complies with LEED for refrigerant management.</p>	<p>n/a</p>
<p>G4-EN21</p> <p>NO_x, SO_x, and other significant air emissions</p>	<p>a. Report the amount of significant air emissions, in kilograms or multiples for each of the following:</p> <ul style="list-style-type: none"> • NO_x • SO_x • Persistent organic pollutants (POP) • Volatile organic compounds (VOC) • Hazardous air pollutants (HAP) • Particulate matter (PM) • Other standard categories of air emissions identified in relevant regulations <p>b. Report standards, methodologies, and assumptions used.</p> <p>c. Report the source of the emission factors used.</p>	<p>Not reported at this detail level.</p>	<p>○</p>
ASPECT: EFFLUENTS AND WASTE			
<p>G4-DMA</p> <p>Generic Disclosures on Management Approach</p>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	<p>Storm water Management p. 11, Materials & Resources p. 16, Management Approach p. 7.</p>	<p>●</p>
<p>G4-EN22</p> <p>Total water discharge by quality and destination</p>	<p>a. Report the total volume of planned and unplanned water discharges by:</p> <ul style="list-style-type: none"> • Destination • Quality of the water including treatment method • Whether it was reused by another organization <p>b. Report standards, methodologies, and assumptions used.</p>	<p>Not reported.</p>	<p>○</p>
<p>G4-EN23</p> <p>Total weight of waste by type and disposal method</p>	<p>a. Report the total weight of hazardous and non-hazardous waste, by the following disposal methods:</p> <ul style="list-style-type: none"> • Reuse • Recycling • Composting • Recovery, including energy recovery • Incineration (mass burn) • Deep well injection • Landfill • On-site storage • Other (to be specified by the organization) <p>b. Report how the waste disposal method has been determined:</p> <ul style="list-style-type: none"> • Disposed of directly by the organization or otherwise directly confirmed • Information provided by the waste disposal contractor • Organizational defaults of the waste disposal contractor 	<p>Materials & Resources p. 16.</p>	<p>○</p>

<p>G4-EN24</p> <p>Total number and volume of significant spills</p>	<p>a. Report the total number and total volume of recorded significant spills.</p> <p>b. For spills that were reported in the organization's financial statements, report the additional following information for each such spill:</p> <ul style="list-style-type: none"> • Location of spill • Volume of spill • Material of spill, categorized by: <ul style="list-style-type: none"> – Oil spills (soil or water surfaces) – Fuel spills (soil or water surfaces) – Spills of wastes (soil or water surfaces) – Spills of chemicals (mostly soil or water surfaces) – Other (to be specified by the organization) <p>c. Report the impacts of significant spills.</p>	<p>Not applicable.</p>	<p>n/a</p>
<p>G4-EN25</p> <p>Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally</p>	<p>a. Report the total weight for each of the following:</p> <ul style="list-style-type: none"> • Hazardous waste transported • Hazardous waste imported • Hazardous waste exported • Hazardous waste treated <p>b. Report the percentage of hazardous waste shipped internationally.</p>	<p>Not applicable.</p>	<p>n/a</p>
<p>G4-EN26</p> <p>Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff</p>	<p>a. Report water bodies and related habitats that are significantly affected by water discharges based on the criteria described in the Compilation section below, adding information on:</p> <ul style="list-style-type: none"> • Size of water body and related habitat • Whether the water body and related habitat is designated as a protected area (nationally or internationally) • Biodiversity value (such as total number of protected species) 	<p>Not applicable.</p>	<p>n/a</p>
ASPECT: PRODUCTS AND SERVICES			
<p>G4-DMA</p> <p>Generic Disclosures on Management Approach</p>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	<p>Immaterial.</p>	<p>n/a</p>
<p>G4-EN27</p> <p>Extent of impact mitigation of environmental impacts of products and services</p>	<p>a. Report quantitatively the extent to which environmental impacts of products and services have been mitigated during the reporting period.</p> <p>b. If use-oriented figures are employed, report the underlying assumptions regarding consumption patterns or normalization factors.</p>	<p>Not applicable.</p>	<p>n/a</p>
<p>G4-EN28</p> <p>Percentage of products sold and their packaging materials that are reclaimed by category</p>	<p>a. Report the percentage of reclaimed products and their packaging materials for each product category.</p> <p>b. Report how the data for this Indicator has been collected.</p>	<p>Not applicable.</p>	<p>n/a</p>
ASPECT: COMPLIANCE			
<p>G4-DMA</p> <p>Generic Disclosures on Management Approach</p>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	<p>Immaterial.</p>	<p>n/a</p>
<p>G4-EN29</p> <p>Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations</p>	<p>a. Report significant fines and non-monetary sanctions in terms of:</p> <ul style="list-style-type: none"> • Total monetary value of significant fines • Total number of non-monetary sanctions • Cases brought through dispute resolution mechanisms <p>b. Where organizations have not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.</p>	<p>Not applicable.</p>	<p>n/a</p>
ASPECT: TRANSPORT			
<p>G4-DMA</p> <p>Generic Disclosures on Management Approach</p>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	<p>Murphy is a logistics company that provides transportation for other companies' products. The effects of our operations are reported under other aspects.</p>	<p>n/a</p>
<p>G4-EN30</p> <p>Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce</p>	<p>a. Report the significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce. Where quantitative data is not provided, report the reason.</p> <p>b. Report how the environmental impacts of transporting products, members of the organization's workforce, and other goods and materials are mitigated.</p> <p>c. Report the criteria and methodology used to determine which environmental impacts are significant.</p>	<p>Murphy is a logistics company that provides transportation for other companies' products. The effects of our operations are reported under other aspects.</p>	<p>n/a</p>
ASPECT: OVERALL			
<p>G4-DMA</p> <p>Generic Disclosures on Management Approach</p>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	<p>Not applicable.</p>	<p>n/a</p>
<p>G4-EN31</p> <p>Total environmental protection expenditures and investments by type</p>	<p>a. Report total environmental protection expenditures by:</p> <ul style="list-style-type: none"> • Waste disposal, emissions treatment, and remediation costs • Prevention and environmental management costs 	<p>Confidential.</p>	<p>n/a</p>
ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT			
<p>G4-DMA</p> <p>Generic Disclosures on Management Approach</p>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	<p>Murphy does not have suppliers. Immaterial.</p>	<p>n/a</p>

G4-EN32 Percentage of new suppliers that were screened using environmental criteria	a. Report the percentage of new suppliers that were screened using environmental criteria.	Murphy does not have suppliers. Immaterial.	n/a
G4-EN33 Significant actual and potential negative environmental impacts in the supply chain and actions taken	a. Report the number of suppliers subject to environmental impact assessments. b. Report the number of suppliers identified as having significant actual and potential negative environmental impacts. c. Report the significant actual and potential negative environmental impacts identified in the supply chain. d. Report the percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. e. Report the percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.	Murphy does not have suppliers. Immaterial.	n/a
ASPECT: ENVIRONMENTAL GRIEVANCE MECHANISMS			
G4-DMA Generic Disclosures on Management Approach	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach	Immaterial.	n/a
G4-EN34 Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	a. Report the total number of grievances about environmental impacts filed through formal grievance mechanisms during the reporting period. b. Of the identified grievances, report how many were: • Addressed during the reporting period • Resolved during the reporting period c. Report the total number of grievances about environmental impacts filed prior to the reporting period that were resolved during the reporting period.	No grievances.	●
CATEGORY: SOCIAL			
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK			
ASPECT: EMPLOYMENT			
G4-DMA Generic Disclosures on Management Approach	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach	Health & Wellness p. 17, Management Approach p. 7.	●
G4-LA1 Total number and rates of new employee hires and employee turnover by age group, gender and region	a. Report the total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Report the total number and rate of employee turnover during the reporting period, by age group, gender and region.	In Minnesota region: Males: 5 under age 30, 4 age 30-50, 0 age 55+ Females: 2 under age 30, 1 age 30-50; 1 age 50+. Turnover for 2015 = 9% total; of that, 75% was male, 25% was female.	●
G4-LA2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	a. Report the benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: • Life insurance • Health care • Disability and invalidity coverage • Parental leave • Retirement provision • Stock ownership • Others b. Report the definition used for 'significant locations of operation'.	Health & Wellness p. 17, Significant locations of operation are Murphy owned and leased facilities where full time workers are employed.	●
G4-LA3 Return to work and retention rates after parental leave, by gender	a. Report the total number of employees that were entitled to parental leave, by gender. b. Report the total number of employees that took parental leave, by gender. c. Report the total number of employees who returned to work after parental leave ended, by gender. d. Report the total number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender. e. Report the return to work and retention rates of employees who took parental leave, by gender.	a. Total number of employees that were entitled to parental leave: 0 male, 0 female b. Total number of employees that took parental leave, by gender: 0 male, 0 female c. Total number of employees who returned to work after parental leave ended, by gender: N/A d. Total number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender: N/A e. Retention rates of employees who took parental leave, by gender: N/A	○
ASPECT: LABOR/MANAGEMENT RELATIONS			
G4-DMA Generic Disclosures on Management Approach	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach	Murphy is a privately held company and our labor contracts are confidential.	○
G4-LA4 Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	a. Report the minimum number of weeks' notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	Murphy is a privately held company and our labor contracts are confidential.	○
ASPECT: OCCUPATIONAL HEALTH AND SAFETY			
G4-DMA Generic Disclosures on Management Approach	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach	Safety & Security p. 18, Management Approach p. 7.	●
G4-LA5 Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	a. Report the level at which each formal joint management-worker health and safety committee typically operates within the organization. b. Report the percentage of the total workforce represented in formal joint management-worker health and safety committees.	Operates at VP of Talent Development and Communications and at COO level.	●

<p>G4-LA6</p> <p>Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender</p>	<p>a. Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for the total workforce (that is, total employees plus supervised workers), by:</p> <ul style="list-style-type: none"> • Region • Gender <p>b. Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities for independent contractors working on-site to whom the organization is liable for the general safety of the working environment, by:</p> <ul style="list-style-type: none"> • Region • Gender <p>c. Report the system of rules applied in recording and reporting accident statistics.</p>	<p>Safety & Security p. 18. Results for Murphy employees: injury rate was 7.2 (male); all others = 0. For independent contractors, all rates were 0. ODR: 0; LDR: 5.1; work-related fatalities: 0. Murphy utilizes OSHA standard 1904 for recording and reporting accidents.</p>	<p>○</p>
<p>G4-LA7</p> <p>Workers with high incidence or high risk of diseases related to their occupation</p>	<p>a. Report whether there are workers who are involved in occupational activities who have a high incidence or high risk of specific diseases.</p>	<p>Murphy's workers do not have a higher incidence or higher risk of specific disease.</p>	<p>●</p>
<p>G4-LA8</p> <p>Health and safety topics covered in formal agreements with trade unions</p>	<p>a. Report whether formal agreements (either local or global) with trade unions cover health and safety.</p> <p>b. If yes, report the extent, as a percentage, to which various health and safety topics are covered by these agreements.</p>	<p>Murphy does not have formal agreements with trade unions that cover health and safety.</p>	<p>n/a</p>
<p>ASPECT: TRAINING AND EDUCATION</p>			
<p>G4-DMA</p> <p>Generic Disclosures on Management Approach</p>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	<p>Safety & Security p. 18, Management Approach p. 7,</p>	<p>○</p>
<p>G4-LA9</p> <p>Average hours of training per year per employee by gender, and by employee category</p>	<p>a. Report the average hours of training that the organization's employees have undertaken during the reporting period, by:</p> <ul style="list-style-type: none"> • Gender • Employee category 	<p>Safety & Security p. 18. In 2015, training consisted of the following, for a minimum of 20 minutes each:</p> <ul style="list-style-type: none"> • Material Cleanup Policy • Good Manufacturing Practices (GMPs) • Handling of Glass • Shipping, Receiving and Storage • Forklift Safety/Personal Responsibility • Sanitation and Pest Control • Emergency Action Plan • Product Recall Team Training • Fire Extinguisher Training • Severe Weather Drill 	<p>●</p>
<p>G4-LA10</p> <p>Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings</p>	<p>a. Report on the type and scope of programs implemented and assistance provided to upgrade employee skills.</p> <p>b. Report on the transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</p>	<p>Not reported.</p>	<p>○</p>
<p>G4-LA11</p> <p>Percentage of employees receiving regular performance and career development reviews, by gender and by employee category</p>	<p>a. Report the percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p>	<p>For 2015, 2.8% of females and 28.8% of males had performance reviews, for an overall percentage of 23.7%. Performance reviews are completed once every two years.</p>	<p>●</p>
<p>ASPECT: DIVERSITY AND EQUAL OPPORTUNITY</p>			
<p>G4-DMA</p> <p>Generic Disclosures on Management Approach</p>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	<p>Not reported.</p>	<p>○</p>
<p>G4-LA12</p> <p>Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity</p>	<p>a. Report the percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <ul style="list-style-type: none"> • Gender • Age group: under 30 years old, 30-50 years old, over 50 years old • Minority groups • Other indicators of diversity where relevant <p>b. Report the percentage of employees per employee category in each of the following diversity categories:</p> <ul style="list-style-type: none"> • Gender • Age group: under 30 years old, 30-50 years old, over 50 years old • Minority groups • Other indicators of diversity where relevant 	<p>Not reported.</p>	<p>○</p>
<p>ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN</p>			
<p>G4-DMA</p> <p>Generic Disclosures on Management Approach</p>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	<p>Murphy does not report on this since the information is confidential.</p>	<p>○</p>
<p>G4-LA13</p> <p>Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation</p>	<p>a. Report the ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.</p> <p>b. Report the definition used for 'significant locations of operation'.</p>	<p>Murphy does not report on this since the information is confidential.</p>	<p>○</p>
<p>ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES</p>			
<p>G4-DMA</p> <p>Generic Disclosures on Management Approach</p>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	<p>Murphy does not have suppliers. Immaterial.</p>	<p>n/a</p>
<p>G4-LA14</p> <p>Percentage of new suppliers that were screened using labor practices criteria</p>	<p>a. Report the percentage of new suppliers that were screened using labor practices criteria.</p>	<p>Murphy does not have suppliers. Immaterial.</p>	<p>n/a</p>

G4-LA15	<p>a. Report the number of suppliers subject to impact assessments for labor practices.</p> <p>b. Report the number of suppliers identified as having significant actual and potential negative impacts for labor practices.</p> <p>c. Report the significant actual and potential negative impacts for labor practices identified in the supply chain.</p> <p>d. Report the percentage of suppliers identified as having significant actual and potential negative impacts for labor practices with which improvements were agreed upon as a result of assessment.</p> <p>e. Report the percentage of suppliers identified as having significant actual and potential negative impacts for labor practices with which relationships were terminated as a result of assessment, and why.</p>	Murphy does not have suppliers. Immaterial.	n/a
ASPECT: LABOR PRACTICES GRIEVANCE MECHANISMS			
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	Murphy does not report this information.	○
G4-LA16	<p>a. Report the total number of grievances about labor practices filed through formal grievance mechanisms during the reporting period.</p> <p>b. Of the identified grievances, report how many were:</p> <ul style="list-style-type: none"> • Addressed during the reporting period • Resolved during the reporting period <p>c. Report the total number of grievances about labor practices filed prior to the reporting period that were resolved during the reporting period.</p>	Murphy does not report this information.	○
SUB-CATEGORY: HUMAN RIGHTS			
ASPECT: INVESTMENT			
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	Murphy does not operate in a region where the protection of human rights is of significant concern.	n/a
G4-HR1	<p>a. Report the total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.</p> <p>b. Report the definition of 'significant investment agreements' used by the organization.</p>	Murphy does not operate in a region where the protection of human rights is of significant concern.	n/a
G4-HR2	<p>a. Report the total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.</p> <p>b. Report the percentage of employees in the reporting period trained in human rights policies or procedures concerning aspects of human rights that are relevant to operations.</p>	Murphy does not operate in a region where the protection of human rights is of significant concern.	n/a
ASPECT: NON-DISCRIMINATION			
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	Murphy Warehouse Company does not discriminate in hiring or employment on the basis of age, race, color, religion, creed, national origin, sex, ancestry, sexual orientation, disability, or any other category protected by law.	●
G4-HR3	<p>a. Report the total number of incidents of discrimination during the reporting period.</p> <p>b. Report the status of the incidents and the actions taken with reference to the following:</p> <ul style="list-style-type: none"> • Incident reviewed by the organization • Remediation plans being implemented • Remediation plans have been implemented and results reviewed through routine internal management review processes • Incident no longer subject to action 	Not applicable.	n/a
ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	Murphy does not report this information.	○
G4-HR4	<p>a. Report operations and suppliers in which employee rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:</p> <ul style="list-style-type: none"> • Type of operation (such as manufacturing plant) and supplier • Countries or geographical areas with operations and suppliers considered at risk <p>b. Report measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.</p>	Immaterial.	n/a
ASPECT: CHILD LABOR			
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	Immaterial.	n/a
G4-HR5	<p>a. Report operations and suppliers considered to have significant risk for incidents of:</p> <ul style="list-style-type: none"> • Child labor • Young workers exposed to hazardous work <p>b. Report operations and suppliers considered to have significant risk for incidents of child labor either in terms of:</p> <ul style="list-style-type: none"> • Type of operation (such as manufacturing plant) and supplier • Countries or geographical areas with operations and suppliers considered at risk <p>c. Report measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.</p>	Immaterial.	n/a
ASPECT: FORCED OR COMPULSORY LABOR			
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	Immaterial.	n/a

G4-HR6 Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	a. Report operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: • Type of operation (such as manufacturing plant) and supplier • Countries or geographical areas with operations and suppliers considered at risk b. Report measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	Immaterial	n/a
ASPECT: SECURITY PRACTICES			
G4-DMA Generic Disclosures on Management Approach	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach	Murphy utilizes the municipal police departments for security at certain locations when applicable. Entrances are locked and sign-ins are required for entry. Murphy does not employ any security personnel.	●
G4-HR7 Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	a. Report the percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security. b. Report whether training requirements also apply to third party organizations providing security personnel.	Murphy does not employ security personnel.	n/a
ASPECT: INDIGENOUS RIGHTS			
G4-DMA Generic Disclosures on Management Approach	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach	Not applicable.	n/a
G4-HR8 Total number of incidents of violations involving rights of indigenous peoples and actions taken	a. Report the total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period. b. Report the status of the incidents and actions taken with reference to: • Incident reviewed by the organization • Remediation plans being implemented • Remediation plans have been implemented and results reviewed through routine internal management review processes • Incident no longer subject to action	Not applicable.	n/a
ASPECT: ASSESSMENT			
G4-DMA Generic Disclosures on Management Approach	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach	Not applicable.	n/a
G4-HR9 Total number and percentage of operations that have been subject to human rights reviews or impact assessments	a. Report the total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.	Not applicable.	n/a
ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT			
G4-DMA Generic Disclosures on Management Approach	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach	Murphy does not have suppliers. Immaterial.	n/a
G4-HR10 Percentage of new suppliers that were screened using human rights criteria	a. Report the percentage of new suppliers that were screened using human rights criteria.	Murphy does not have suppliers. Immaterial.	n/a
G4-HR11 Significant actual and potential negative human rights impacts in the supply chain and actions taken	a. Report the number of suppliers subject to human rights impact assessments. b. Report the number of suppliers identified as having significant actual and potential negative human rights impacts. c. Report the significant actual and potential negative human rights impacts identified in the supply chain. d. Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which improvements were agreed upon as a result of assessment. e. Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which relationships were terminated as a result of assessment, and why.	Murphy does not have suppliers. Immaterial.	n/a
ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS			
G4-DMA Generic Disclosures on Management Approach	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach	Not applicable.	n/a
G4-HR12 Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	a. Report the total number of grievances about human rights impacts filed through formal grievance mechanisms during the reporting period. b. Of the identified grievances, report how many were: • Addressed during the reporting period • Resolved during the reporting period c. Report the total number of grievances about human rights impacts filed prior to the reporting period that were resolved during the reporting period	Not applicable.	n/a
SUB-CATEGORY: SOCIETY			
ASPECT: LOCAL COMMUNITIES			
G4-DMA Generic Disclosures on Management Approach	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach	Community p. 18, Management Approach p. 7.	●

G4-SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs	<p>a. Report the percentage of operations with implemented local community engagement, impact assessments, and development programs, including the use of:</p> <ul style="list-style-type: none"> • Social impact assessments, including gender impact assessments, based on participatory processes • Environmental impact assessments and ongoing monitoring • Public disclosure of results of environmental and social impact assessments • Local community development programs based on local communities' needs • Stakeholder engagement plans based on stakeholder mapping • Broad based local community consultation committees and processes that include vulnerable groups • Works councils, occupational health and safety committees and other employee representation bodies to deal with impacts • Formal local community grievance processes 	Immaterial.	n/a
G4-SO2 Operations with significant actual and potential negative impacts on local communities	<p>a. Report operations with significant actual and potential negative impacts on local communities, including:</p> <ul style="list-style-type: none"> • The location of the operations • The significant actual and potential negative impacts of operations 	Immaterial.	n/a
ASPECT: ANTI-CORRUPTION			
G4-DMA Generic Disclosures on Management Approach	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	Murphy has voluntarily audited financial statements, independently reviewed by accredited accountants, on an annual basis.	●
G4-SO3 Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	<p>a. Report the total number and percentage of operations assessed for risks related to corruption. b. Report the significant risks related to corruption identified through the risk assessment.</p>	Safety & Security p. 18.	●
G4-SO4 Communication and training on anti-corruption policies and procedures	<p>a. Report the total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. b. Report the total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Report the total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. d. Report the total number and percentage of governance body members that have received training on anti-corruption, broken down by region. e. Report the total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</p>	Safety & Security p. 18	●
G4-SO5 Confirmed incidents of corruption and actions taken	<p>a. Report the total number and nature of confirmed incidents of corruption. b. Report the total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Report the total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Report public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.</p>	Not applicable.	n/a
ASPECT: PUBLIC POLICY			
G4-DMA Generic Disclosures on Management Approach	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	Murphy primarily is involved with public policy as it pertains to warehouse taxes. Otherwise, this is not a material aspect of the business.	●
G4-SO6 Total value of political contributions by country and recipient/beneficiary	<p>a. Report the total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary. b. Report how the monetary value of in-kind contributions was estimated, if applicable.</p>	Murphy does not report this information.	○
ASPECT: ANTI-COMPETITIVE BEHAVIOR			
G4-DMA Generic Disclosures on Management Approach	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	Immaterial.	n/a
G4-SO7 Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	<p>a. Report the total number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Report the main outcomes of completed legal actions, including any decisions or judgments.</p>	Not applicable.	n/a
ASPECT: COMPLIANCE			
G4-DMA Generic Disclosures on Management Approach	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	Management views compliance with laws and regulations as mandatory operating procedures. Murphy has zero tolerance for non-compliance.	●
G4-SO8 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	<p>a. Report significant fines and non-monetary sanctions in terms of:</p> <ul style="list-style-type: none"> • Total monetary value of significant fines • Total number of non-monetary sanctions <p>b. If the organization has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient. c. Report the context against which significant fines and non-monetary sanctions were incurred.</p>	Murphy is in compliance with all local, state and federal laws.	●
ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY			
G4-DMA Generic Disclosures on Management Approach	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	Murphy does not have suppliers. Immaterial.	n/a
G4-SO9 Percentage of new suppliers that were screened using criteria for impacts on society	<p>a. Report the percentage of new suppliers that were screened using criteria for impacts on society.</p>	Murphy does not have suppliers. Immaterial.	n/a

G4-SO10 Significant actual and potential negative impacts on society in the supply chain and actions taken	a. Report the number of suppliers subject to assessments for impacts on society. b. Report the number of suppliers identified as having significant actual and potential negative impacts on society. c. Report the significant actual and potential negative impacts on society identified in the supply chain. d. Report the percentage of suppliers identified as having significant actual and potential negative impacts on society with which improvements were agreed upon as a result of assessment. e. Report the percentage of suppliers identified as having significant actual and potential negative impacts on society with which relationships were terminated as a result of assessment, and why.	Murphy does not have suppliers. Immaterial.	n/a
ASPECT: GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY			
G4-DMA Generic Disclosures on Management Approach	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach	Not applicable.	n/a
G4-SO11 Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	a. Report the total number of grievances about impacts on society filed through formal grievance mechanisms during the reporting period. b. Of the identified grievances, report how many were: • Addressed during the reporting period • Resolved during the reporting period c. Report the total number of grievances about impacts on society filed prior to the reporting period that were resolved during the reporting period.	Not applicable.	n/a
SUB-CATEGORY: PRODUCT RESPONSIBILITY			
ASPECT: CUSTOMER HEALTH AND SAFETY			
G4-DMA Generic Disclosures on Management Approach	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach	Murphy does not report on this item because it is not applicable, as Murphy does not make or sell products.	n/a
G4-PR1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	a. Report the percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	Murphy does not report on this item because it is not applicable, as Murphy does not make or sell products.	n/a
G4-PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	a. Report the total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: • Incidents of non-compliance with regulations resulting in a fine or penalty • Incidents of non-compliance with regulations resulting in a warning • Incidents of non-compliance with voluntary codes b. If the organization has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.	Murphy does not report on this item because it is not applicable, as Murphy does not make or sell products.	n/a
ASPECT: PRODUCT AND SERVICE LABELING			
G4-DMA Generic Disclosures on Management Approach	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach	Murphy does not report on this item because it is not applicable, as Murphy does not make or sell products.	n/a
G4-PR3 Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	a. Report whether the following product and service information is required by the organization's procedures for product and service information and labeling: • The sourcing of components of the product or service • Content, particularly with regard to substances that might produce an environmental or social impact • Safe use of the product or service • Disposal of the product and environmental/social impacts • Other (explain) b. Report the percentage of significant product or service categories covered by and assessed for compliance with such procedures.	Murphy does not report on this item because it is not applicable, as Murphy does not make or sell products.	n/a
G4-PR4 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	a. Report the total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by: • Incidents of non-compliance with regulations resulting in a fine or penalty • Incidents of non-compliance with regulations resulting in a warning • Incidents of non-compliance with voluntary codes b. If the organization has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.	Murphy does not report on this item because it is not applicable, as Murphy does not make or sell products.	n/a
G4-PR5 Results of surveys measuring customer satisfaction	a. Report the results or key conclusions of customer satisfaction surveys (based on statistically relevant sample sizes) conducted in the reporting period relating to information about: • The organization as a whole • A major product or service category • Significant locations of operation	Murphy conducts customer satisfaction surveys but does not disclose the results publicly, as it is confidential information.	○
ASPECT: MARKETING COMMUNICATIONS			
G4-DMA Generic Disclosures on Management Approach	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach	Murphy views marketing and communications as an integral component of its relationship with its customers and seeks full transparency and honesty. It is material because it has an impact on Murphy's reputation.	●
G4-PR6 Sale of banned or disputed products	a. Report whether the organization sells products that are: • Banned in certain markets • The subject of stakeholder questions or public debate b. Report how the organization has responded to questions or concerns regarding these products.	Murphy not sell products.	n/a
G4-PR7 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	a. Report the total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: • Incidents of non-compliance with regulations resulting in a fine or penalty • Incidents of non-compliance with regulations resulting in a warning • Incidents of non-compliance with voluntary codes b. If the organization has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.	Murphy has not identified any non-compliance with regulations and voluntary codes.	●

ASPECT: CUSTOMER PRIVACY			
G4-DMA Generic Disclosures on Management Approach	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	Murphy views customer information as proprietary and confidential. This Aspect is material because any violation of trust could adversely impact Murphy's relationship with its customers.	○
G4-PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	<p>a. Report the total number of substantiated complaints received concerning breaches of customer privacy, categorized by:</p> <ul style="list-style-type: none"> • Complaints received from outside parties and substantiated by the organization • Complaints from regulatory bodies <p>b. Report the total number of identified leaks, thefts, or losses of customer data.</p> <p>c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.</p>	There have been no complaints received concerning breaches of customer privacy.	●
ASPECT: COMPLIANCE			
G4-DMA Generic Disclosures on Management Approach	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	Murphy complies with and is certified ISO 9001 and ISO 14001 to ensure standards are met. Management Approach pp. 6-7.	●
G4-PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	<p>a. Report the total monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.</p> <p>b. If the organization has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.</p>	Murphy has had no non-compliance with laws or regulations.	●