

PREGNANCY AND WORK

The following medical guidelines are intended to inform and protect a pregnant individual about predictable medical emergencies which may arise depending on their work and their work location. Medical care is limited in remote and offshore locations, travel can increase the risks during pregnancy, and physical tasks or exposures should also be considered. Employees who are pregnant or planning to become pregnant in the near term, are strongly encouraged to discuss these issues with their personal physician, and to inform health services as soon as practical, as to whether they are cleared to continue working, and if they need any accommodations.

DO YOU WORK IN AN OFFICE SETTING? If Yes:

You may continue to work until your due date if there are no medical complications, according to your doctor. Please contact your HRBP if you have any questions.

DO YOU ANTICIPATE AIR TRAVEL FOR WORK? If Yes:

You may continue to travel for work until the 34th week of your pregnancy if:

- There are no obstetric or medical complications.
- Your Personal Medical Doctor (PMD) has approved any flights longer than four hours.
- You have notified ConocoPhillips Health Services and have approval for travel to areas with malaria or zika or other communicable diseases as indicated by [Travax](#).
- You are following recommendations from your PMD regarding immunizations or other health precautions.

DO YOU WORK OFFSHORE? If Yes:

It may be acceptable for you to work offshore if:

- Your obstetrician has reviewed the risks for you to work offshore and has approved in writing for you to continue working offshore.
- There is confirmation by ultrasound that your pregnancy is intrauterine (not ectopic).
- There are no other obstetric or medical complications, and confirmation from your Obstetrician that your pregnancy is considered 'low risk.'
- You have completed the ConocoPhillips Health Services risk assessment and have been cleared to work. Please contact ConocoPhillips Health Services as soon as is practical once you have discussed working offshore with your Obstetrician.
- You have approval from site management.
- Country regulations permit you to continue working offshore.

DO YOU WORK AT A REMOTE ONSHORE LOCATION? If Yes:

You may work in a remote onshore location until week 34 of your pregnancy, however are strongly encouraged to:

- Discuss the risks with your doctor, of working in a remote area where medical care is limited, as any complications could place you and your baby at risk.
- Have confirmation by ultrasound that your pregnancy is intrauterine (not ectopic).

- Have confirmation from your obstetrician that your pregnancy is considered ‘low risk,’ and that there are no other obstetric or medical complications.
- Please contact ConocoPhillips Health Services as soon as is practical once you have discussed your work with your obstetrician, and have written approval from your doctor to continue working in a remote location.

Where applicable, country regulations may limit your ability to continue working in a remote setting during pregnancy.

DO YOU WORK WITH PHYSICAL OR CHEMICAL OR ENVIRONMENTAL HAZARDS? If Yes:

Physical (e.g., noise, vibration) and chemical (e.g., benzene, H₂S) hazards are controlled at all ConocoPhillips operations to minimize risks to the employee, including pregnant employees. However, employees may request a review of potential reproductive and developmental exposures, specific to their job, as identified in a facility’s Industrial Hygiene Exposure Assessment Plan. Environmental hazards, such as exposure to temperature extremes will also be reviewed on request.

DOES YOUR WORK INVOLVE LIFTING/CLIMBING OR OTHER PHYSICAL TASKS? If Yes:

- Lifting over 22 lbs. (10 Kg) after the 20th week of your pregnancy is not recommended.
- When lifting, bend your knees and squat while keeping your back straight.
- Minimize climbing, bending and twisting.

ConocoPhillips will endeavor to accommodate any additional restrictions that have been recommended by your PMD.

For any further recommendations specific to your work location, please reach out to your HR Business Partner.