

Tesoro 2015 Social Responsibility Report
GRI G4 and IPECA/API Indicators



STANDARD DISCLOSURES - CORE

GRI OGSS G4.1	IPECA/API	Description	Location	Explanation: if needed
STRATEGY AND ANALYSIS				
G4-1		Message from our CEO	p. 1 “Message from the CEO”	
ORGANIZATION PROFILE				
G4-3		Name of organization	Title page	
G4-4		Primary brands/products	p. 2-3 “About Tesoro”	
G4-5		Headquarters Location	p. 23 “About Tesoro”	Listed on page 2, mapped on page 3
G4-6		Countries	p. 3 “About Tesoro” (Map of locations across western and mid-continent United States)	
G4-7		Ownership & legal form	p. 2 “About Tesoro”	
G4-8		Markets served	p. 2-3 “About Tesoro”	Markets described on page 2, mapped on page 3
G4-9		Scale of organization	p. 3 – “Tesoro at a Glance” & “Refining and Marketing” and p. 3 “Logistics” p.2 “About Tesoro” and p. 22 “Our People” (# of employees, employee demographics) p. 3 – “What we do” p. 24 “Our Performance” (financial) p. 24 “Our Performance” (operations) p. 24 “Our Performance” (people)	

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			p. 26-27 “Our Performance” (environment) p. 27 “Our Performance” (quantity of products)	
G4-10		Employees	p. 22-23 “Our People” p. 24 “Our Performance”	
G4-11		Employees covered by Collective Bargaining	p. 24 “Our Performance”	Employees represented by independent trade unions
G4-12		Description of supply chain	p. 2-3 “About Tesoro” p. 6 “Human Rights” p. 7 “Code of Conduct” tsocorp.com/about-tesoro/	
G4-13		Significant changes in reporting period	p. 4 “Continuous Improvement”	Under “Our Performance at Glance” significant drops in personal and process safety incidents. Also, changes in parameters for environmental incident targets led to reporting increase for environmental incidents
G4-14		Precautionary principle	p. 5-8 “Our Approach & Activities” (How we conduct business, guiding principles, governance, human rights, code of business conduct, anti-corruption, advocacy and public policy, shared value)	
G4-15		External economic, environmental and social charters	p. 29 “GRI G4 Indicator Index” (IPIECA, OGP, API)	

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G4-16		Memberships and Associations	p. 7 “Our Activities & Approach: Advocacy & Public Policy” Also visit: tsocorp.com/advocacy-and-public-policy	
STAKEHOLDER ENGAGEMENT				
G4-24		List of groups engaged	p. 8 “Shared Value” p. 28 “Report Parameters”	
G4-25		Basis for identifying stakeholders	p. 28 “Report Parameters”	
G4-26		Approach to stakeholder engagement	p. 28 “Report Parameters”	
G4-27		Key topics raised through engagement	p. 28 “Report Parameters”	
REPORT PROFILE				
G4-28		Reporting period	p. 28 “Report Parameters”	
G4-29		Date of most recent report	p. 28 “Report Parameters”	
G4-30		Reporting cycle	p. 28 “Report Parameters”	
G4-31		Contact person	p. 29 “Report Parameters”	
G4-32		In Accordance option	Core	
G4-33		External Assurance	p. 28 “Report Parameters” p. 29 “GRI G4 Indicator Index”	
GOVERNANCE				
G4-34		Governance structure of organization	p. 6 “Our Approach & Activities: Governance”	
ETHICS AND INTEGRITY				
G4-56		Values, principles and standards	p. 6 “Our Approach & Activities: How We Conduct Business – Guiding Principles” p. 8 “Our Approach & Activities: How We Conduct Business – Shared Value”	

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MATERIAL ASPECTS

GRI OGSS G4.1	IPECA/API	Description	Location	Explanation: if needed
ECONOMIC				
EC1	SE4, SE13	Direct Economic Value	p. 24 “Our Performance” p. 13 “Our Approach & Activities: Investing in Communities: Aquarium of the Pacific” P. 13”Our Approach and Activities: Tesoro Foundation – Utah STEM Center; North Dakota Safety Council; Supporting Special Olympics in Southern California” See also Tesoro’s Form 10K 2015	
EC4		Assistance from Government	Financial reports tsocorp.com/investors	
EC7	SE4	Development & impact of infrastructure investments	p. 24 “Our performance – see Capital Expenditure” p. 10 “Our Approach and Activities - Process Safety” p. 15 “Los Angeles Refinery integration to reduce air emissions”	
ENVIRONMENTAL				
EN3	E2	Energy consumption	p. 15 “Our Approach & Activities: Greenhouse Gas & Energy Use” p. 26 “Our Performance – Total Energy Use”	
EN8	E6	Water withdrawal by source	p. 27 “Our Approach & Activities: Total Water Withdrawal”	Data reported in cubic meters per thousand barrels of throughput.
EN10	E6	Recycled water use	p. 18-19 “Our Approach & Activities: 25% Recycled Wastewater”	Data not available. We are reviewing our

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				capability to report overall aggregated data in the future.
EN15	E1	Direct Greenhouse Gas Emissions	p. 26 "Our Performance: Total Direct Greenhouse Gas Emissions"	
EN16	E1	Indirect Greenhouse Gas Emissions	p. 26 "Our Performance: Total Indirect Greenhouse Gas Emissions"	
EN21	E7, E4	Air Emissions	p. 1 "Message from the CEO," p. 14 "Air Emissions" p. 15 "Reducing Air Emissions: Flare Management" p. 20 "Environmental Performance: Air Emissions" p. 26 "Our Performance: Total Air Emissions"	For IPIECA E4, data not available. We are reviewing our capability to report in the future.
EN22	E9	Wastewater	p. 21 "Wastewater" p. 27 "Our Performance: Total Wastewater Discharge"	
EN23	E10	Waste	p. 21 "Waste" p. 27 "Our Performance: Environment"	
EN24	E8	Number and Volume of Spills	p. 1 "Message from the CEO," p. 4 "Our Performance at a Glance" p. 16 "Spills Prevention and Emergency Preparedness" p. 18 "Continued Remediation at Tioga" p. 23 "Environmental Performance" p. 27 "Our Performance: Environment"	

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EN29		Monetary value of significant fines	p. 27 "Our Performance: Environment"	
EN13	E5	Habitats protected or restored	p. 16-17 "Spills Prevention and Emergency Preparedness"	
LABOR PRACTICES & DECENT WORK				
LA6	HS1, HS3, HS5	Injury rates	p. 4 "Personal Safety" p. 9-10 "Our Approach and Process: Safety" p. 25 "Our Performance: Safety"	
LA12	SE15	Composition of governance bodies	p. 6 "Governance"	
LA10	SE17	Percentage of Employees Receiving Regular Performance & Career Development Reviews	p. 22 "Employee Development"	
LA8	SE16	H+S covered in formal union agreements	p. 6-7 "Our Approach and Activities"	
LA9	SE17	Training hours per employee		Data not available. We are reviewing our capability to report in the future.
LA11	SE17	Performance reviews	p. 22 "Employee Development"	
LA13	SE15	Base salary ratio, women to men		Data not available. We are reviewing our capability to report in the future.
LA16	SE18	Number of grievances filed	p. 6 "Our Approach and Activities: Human Rights"	
HUMAN RIGHTS				
HR2	SE8, SE10	Human Rights Training	p. 6 "Our Approach and Activities: Human Rights"	All employees receive Human Rights training. Specific data on

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				number of hours provided per employee not available. We are reviewing our capability to report in the future.
SOCIETY				
SO1	SE1	Community Involvement	p. 12-13 "Our Communities"	
SO3		Operations addressed for anti-corruption	p. 7 "Anti-corruption"	
SO4	SE11, SE12	Anti-Corruption Training	p. 7 "Anti-corruption"	
SO6	SE14	Political Contributions	p. 7 "Advocacy and Public Policy"	
SO7		Anti-Competitive Behavior	p. 6 "Governance"	
ADDITIONAL INDICATORS – OIL & GAS SECTOR SUPPLEMENT				
OG13	HS5	Number of process safety events	p. 4 "Our performance at a glance" p. 9 "Safety" p. 25 "Our Performance: Safety"	