

Canadian Privacy Statement

Talisman Energy Inc. (Talisman) gathers and stores personal information about its employees, contractors, suppliers and others to effectively conduct business and comply with legislative and regulatory requirements.

Personal information includes any factual or subjective information, about an identifiable individual, with the exception of business contact information including title, business address, business telephone number or business email address.

The collection, use and disclosure of data or information about individuals are subject to provincial and federal laws on the privacy of information.

Talisman respects the rights to privacy of each individual's personal information and has adopted policies, procedures and practices to protect those rights.

Talisman's Privacy Statement, policies, and practices are based on internationally recognized "Fair Information Principles". In the collection, use, disclosure and retention of personal information, Talisman seeks a balance between an individual's privacy and the exchange of information necessary to do business. It is Talisman's policy to collect and handle personal information in a fair and lawful manner for legitimate business purposes.

Talisman has implemented a communication and education program to ensure that individuals collecting, using or disclosing personal information in the course of their duties on behalf of Talisman are aware of their responsibility to protect the privacy rights of all individuals.

The 10 Fair Information Principles and Talisman's general approach to compliance for each are listed below.

1. Accountability

An organization is responsible for personal information under its control and shall designate an individual to be accountable for the organization's compliance with these principles.

Talisman's Privacy Coordinator reports directly to the Executive Vice-President, Corporate Services on privacy matters. When required, other Talisman individuals may be appointed by senior management to act in the place of the Privacy Coordinator.

2. Identifying Purposes

The purposes for the collection of personal information must be identified at or before the time of collection.

All persons collecting personal information on Talisman's behalf are required to be familiar with the purpose for its use. When new purposes are identified, the appropriate level of consent will be obtained prior to use of the information.

3. Consent

The knowledge and consent of the individual are required for the collection, use and disclosure of personal information, except where inappropriate.

Where practical, Talisman will seek express consent (either written or verbal), for the collection, use and disclosure of personal information, especially information that may be considered sensitive. Talisman strives to obtain consent for

use in all circumstances except for:

- collection of the personal information is clearly in the interests of the individual,
- investigation of an incident or breach of agreement is ongoing,
- journalistic, artistic or related purposes,
- information that is publicly available,
- in the event of emergency,
- where required by law, including legislation, regulations or order of a competent authority.

4. Limiting Collection

The amount and type of information gathered must be limited to what is necessary for the identified purposes.

Talisman will not collect personal information indiscriminately.

5. Limiting Use, Disclosure and Retention

Information must be used only for the purposes for which it was collected, unless the individual consents to alternate use, or as required by law. Personal information shall be retained only as long as necessary for the fulfillment of those purposes.

Purposes for use of personal information will be identified and documented. Guides for retention and destruction of personal information that is no longer required will be implemented.

6. Accuracy

Personal information shall be as accurate, complete and up-to-date as necessary for the purposes for which it is to be used.

Talisman will foster practices to achieve initial and ongoing accuracy.

7. Safeguards

Personal information must be protected by security safeguards appropriate to the sensitivity of the information.

Talisman will employ methods of protection of personal information including:

- physical measures (e.g., locked filing cabinets and desks, restricted access to floors and offices)
- organizational measures (e.g., security clearance, access by authorized individuals only)
- technological measures (e.g., passwords, encryption)
- All persons who access confidential personal information held by Talisman are required to keep such information confidential.

8. Openness

An organization must make readily available to individuals specific information about its policies and practices relating to the management of personal information.

Talisman will make policies available as appropriate for internal or external enquiries.

9. Individual Access

Upon request an individual must be informed of the existence, use and disclosure of his or her personal information and shall be given access to that information. An individual shall be able to challenge the accuracy and completeness of the information and have it amended as appropriate.

Talisman upholds the reasonable right of access and review of personal information and will make request for access to personal information procedures available.

10. Challenging Compliance

Individuals must be able to address a challenge concerning compliance with these principles to a designated individual accountable for the organization's compliance.

Talisman recognizes the rights of individuals to raise any concerns they may have regarding privacy of their personal information. All enquiries will be addressed with a view to early and amicable resolution. In the event of a complaint, and with the consent of the Talisman Privacy Coordinator and the individual making the complaint, mediation of the complaint will be pursued.

Talisman will review these privacy principles and embodied standards on an ongoing basis to ensure they remain relevant and current with respect to changing privacy legislation.

Talisman's Privacy Coordinator under the direction of the Executive Vice President Corporate Services is responsible for privacy matters within Talisman and oversees the maintenance, regular review and interpretation of this Privacy Statement and related policies and procedures.

Individuals can gain additional information on privacy from the office of the appropriate privacy commissioner. Relevant offices are identified below:

Information Management, Access and Privacy

Alberta Government Services
3rd Floor, Commerce Place
10155 102 Street
Edmonton, AB T5J 4L4
www.gov.ab.ca

Office of the Privacy Commissioner of Canada

112 Kent Street
Ottawa, Ontario K1A 1H3
www.privcom.gc.ca

Office of the Information and Privacy Commissioner of Alberta

Suite 500, 640 5th Avenue SW
Calgary, AB T2P 3G4
www.oipc.ab.ca

Information and Privacy Commissioner of Ontario

Suite 1700, 80 Bloor Street West
Toronto, ON M5S 2V1
www.ipc.on.ca

Information and Privacy Commissioner of Saskatchewan

#208 - 2208 Scarth Street

Regina, SK S4P 2J6

www.legassembly.sk.ca

Information and Privacy Commissioner of British Columbia

4th Floor, 1675 Douglas Street

Victoria, B.C. V8V 1X4

Mailing Address:

PO Box 9038, Stn. Prov. Govt.

Victoria, B.C. V8W 9A4

www.oipcbc.org