

**What does this Code do?**

At Marathon Petroleum Corporation (MPC), how we conduct ourselves is just as important as the results that we achieve. This cultural expectation is not just for our employees, but also for our valued partners who assist us in running the business. This Supplier Code of Conduct (this “Code”) details our expectations of the work practices of our Suppliers. Consistent with all our policies and procedures, including the Code of Business Conduct and Human Rights Policy, we expect our suppliers, consultants and contract workers (collectively, “Suppliers”) not only to comply with environmental, social and governance clauses in their contracts with MPC, but to adhere to our fundamental values, policies, procedures and this Code and apply them to how they do business. Suppliers will assist MPC in enforcing this Code by communicating its principles and requirements to their employees and business partners.

This Code reflects MPC’s priorities for supply chain strategy delivered through a high performing culture focused on:

1. safety
2. quality
3. delivery
4. cost
5. partnership
6. innovation
7. sustainable sourcing

**Compliance with Laws and Business Ethics**

Suppliers will comply with all applicable domestic and foreign laws and regulations applicable to the delivery of goods and services being provided.

Suppliers will be committed to the highest standards of ethical conduct when dealing with MPC and its employees, other MPC Suppliers and customers.

Suppliers will not offer, permit or pay, directly or indirectly, any bribe, or otherwise tolerate or engage in any corrupt practice.

Suppliers will not unlawfully restrict competition (i.e. agreements between competitors as to their pricing, bidding, production, supply and customer practices), or engage in forms of unfair conduct that may tend to create a monopoly.

Suppliers will conduct all their activities professionally. Suppliers will act in good faith with respect to any recommendations that they give to MPC, so that issues are never influenced by anything other than the best and proper interests of MPC.

Suppliers will not use suppliers or contractors who operate unethically, or who violate applicable laws. Suppliers will not engage with suppliers or contractors who compete unfairly or use unfair business practices.

### **Environmental, Health, Safety & Security**

Suppliers will have a systematic approach to managing issues related to safety, health, security and environment that is designed to ensure legal compliance and to achieve continuous performance improvement.

Suppliers will:

- Be responsible for taking precautions to protect themselves, fellow employees, visitors and others from accidents, injuries or unsafe conditions.
- Promptly report unsafe or unhealthy conditions and take steps to correct those conditions immediately.
- Safely use, handle, transport and dispose of all raw materials, products and wastes.
- Reduce and prevent waste, emissions and releases.
- Help others they work with to understand their environmental responsibilities.
- Strive for continuous improvement of all their environmental performance.

### **Conflict Minerals**

Suppliers will not knowingly supply any products containing conflict minerals to MPC without disclosing the same. Conflict minerals consist of tin, tantalum, tungsten and gold sourced from the Democratic Republic of Congo or an adjoining country.

### **Conflict of Interest**

MPC employees base business decisions on the value realized by MPC and in alignment with our business standards and goals. Avoiding personal conflicts of interest such as dealing with family members or friends must be properly disclosed and documented. Suppliers will work with their business contact at MPC to disclose and document all potential conflicts of interest involving MPC employees and Supplier companies.

The exchange of meals, gifts and entertainment is a common practice in business and can help build better relationships. Although local and industry customs about gifts and entertainment vary, one principle is clear: Suppliers must not offer any gift, favor or entertainment to MPC employees with the intention of unduly influencing their behavior or decision making.

### **Human Rights**

Treating each other with dignity, respect and fairness is the foundation of good business conduct. Suppliers will respect the human, cultural and legal rights of all individuals and communities and promote the goals and principles of the United Nations Declaration on Human Rights. This commitment will extend to the fair treatment and meaningful involvement of all people, including indigenous people, regardless of race, color, sex, national origin or any other status protected by law.

MPC expects its Suppliers to likewise respect human rights and remediate human rights impacts in their respective activities. Suppliers are encouraged to do so by identifying risks, monitoring risks, reporting and remediating any violations that relate to the following:

Child Labor – prohibition to use child labor.

Compensation & Benefits- promote employees' material well-being by providing competitive wage, benefits and work hours in accordance with legal requirements.

Forced or Coerced Labor- prohibit the use or support of human trafficking, slave labor or prison labor in its labor force.

Freedom of Association and Collective Bargaining- recognize and respect employees' right to associate freely, bargain collectively, and provide an opportunity to be heard on labor rights and other issues.

Harassment and Discrimination- prohibit all forms of harassment and discrimination that creates an intimidating, hostile, or offensive work environment while also respecting each employee's right to be treated with dignity, respect, and fairness.

Health and Safety- provide and maintain a safe and healthy work environment that meets or exceeds applicable legal standards including the right to sufficient, safe, acceptable, and accessible water.

Security- meet the expectations of the Voluntary Principles on Security and Human Rights including ensuring private security departments respect human rights and avoid complicity in human rights violations by public security forces including the police or military.

### **Diversity**

Suppliers will promote diversity within their workforce. Diversity of people and ideas provide a business advantage. Diverse companies compete more successfully in today's world economy by generating ideas that create value and success. Suppliers will value and respect the unique character and contribution of each employee.

MPC supports economic inclusion and encourages diverse suppliers, including local suppliers and businesses owned and operated by people who are minorities, women, veterans, physically challenged and/or disadvantaged, to participate in MPC's Supplier Diversity program.

### **Compliance Assurance**

If requested, supplier will provide evidence of compliance with this Code. Supplier will also allow MPC to conduct audit rights in the manner contemplated by their contract with MPC. Suppliers that knowingly violate the law, or seek to have MPC employees violate the law our Code of Business Conduct, will be subject to appropriate sanctions, including the possible cancellation of all current and future contracts.

## Reporting

MPC's Integrity Helpline enables Suppliers to anonymously report unethical or illegal acts, or suspicions of unethical or illegal acts. If Suppliers suspect or have knowledge of illegal or unethical conduct related in any way to MPC, please report it to the Integrity Helpline using one of the following:

[www.FuelingIntegrity.com](http://www.FuelingIntegrity.com)

or Toll-Free at 855-857-5700;

or International:

- Mexico – All Carriers 800.681.6945/Mexico – Telmex 001 866 376 0139
- Singapore – All Carriers 800.852.3912/Singapore Telecom 001 800 1777 9999