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## **POLICY ON HUMAN RIGHTS, INCLUDING THE RIGHTS OF INDIGENOUS PEOPLE**

### **GENERAL PURPOSE**

To affirm the commitment of Marathon Petroleum Corporation (“MPC”) and its consolidated subsidiaries (the “MPC Group”) to respect human rights in all activities.

### **POLICY STATEMENT**

MPC respects the human, cultural and legal rights of all individuals and communities, and promotes the goals and principles of the United Nations Universal Declaration of Human Rights. This commitment extends to the fair treatment and meaningful involvement of all people, including indigenous people, regardless of race, color, gender, gender identity, national origin, religion, sexual orientation or income level.

As a predominantly U.S. domestic company, MPC recognizes that the federal and state governments have the primary responsibility for protecting human rights and ensuring the rights of indigenous people in the U.S. In addition to maintaining a positive role and engaging stakeholders in the communities where we operate, MPC also has a duty to respect human rights, conduct due diligence into human rights matters and remediate human rights impacts within our sphere of influence and business operations. MPC also expects our suppliers, contractors and other business partners to likewise respect human rights and remediate human rights impacts in their respective activities.

Our domestic system of government provides for a robust permitting process for energy facility and infrastructure projects, including a means for public comment, participation and of course, judicial oversight. But MPC acknowledges its role as well, and strives to ensure that communities and stakeholders are informed and engaged with respect to our project activities.

### **Human Rights Approach**

MPC must follow company policies and comply with laws and regulations related to human rights. MPC should also work within our sphere of influence and business operations to reduce the risk of potential human rights violations by identifying risks, monitoring risks, reporting concerns and remediating violations that relate to the following:

#### **Human Rights Risk**

Child Labor: prohibition to use child labor.

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

Diversity & Inclusion: recognize the value of a diverse and inclusive workplace, and promote diversity and equity in recruitment, hiring, development, compensation and advancement.

Forced or Coerced Labor: prohibit the use or support of human trafficking, slave labor or prison labor.

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.



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

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.

MPC company policies, associated training, community investment programs and publications are complementary and are intended to work together and reinforce our commitment to respecting human rights. These disclosures provide transparency into how we pursue our business objectives and manage the risks inherent to energy-sector companies such as ours.

## **POLICY APPLICATION**

This Policy applies to MPC and those entities within the MPC Group that have adopted it. Further, the substance of this Policy, appropriately adopted for the conditions involved, is recommended for adoption by MPC affiliate-operated joint venture entities.

## **POLICY ADMINISTRATION**

The administration of this Policy is the responsibility of the MPC Chief Human Resources Officer and Senior Vice President Communications.

## **POLICY REVIEW**

This Policy shall be reviewed at least once every five years, or more frequently as stipulated by the approver, or when a significant change occurs, including any change in law, that impacts the content of substance of this Policy.

## **POLICY EXCEPTIONS**

None

## **REFERENCES**

- Policy #2001, Code of Business Conduct
- Policy #2008, Reporting Illegal or Unethical Conduct
- Policy #2010, Anticorruption
- Policy #7001, Health, Environment, Safety & Security
- Policy #7003, Stakeholder Engagement
- Policy #10003, Harassment and Appropriate Workplace Conduct