



## POLICY AND NOTICE OF NONDISCRIMINATION

Marathon Petroleum Company LP complies with Federal civil rights laws and is committed to providing programs and conducting activities for its Kenai Refinery (“MPC”) without discrimination in accordance with:

- *Title VI of the Civil Rights Act of 1964*, which prohibits discrimination based on **race, color, or national origin** (including **language**).
- *Section 504 of the Rehabilitation Act of 1973*, which prohibits discrimination based on **disability**.
- *Title IX of the Education Amendments Act of 1972*, which prohibits discrimination based on **sex** in education programs or activities.
- *Age Discrimination Act of 1975*, which prohibits discrimination based on **age**.

It is against the law for MPC to retaliate against anyone who takes action to oppose discrimination, files a grievance, or participates in the investigation of a grievance in accordance with the above authorities.

### To File a Complaint

In accordance with MPC’s Code of Business Conduct, if you think that MPC has failed to provide these services or discriminated in another way based on race, color, national origin (including language), disability, sex, age, or religion, you can file a complaint with the Integrity Helpline, accessible through the following methods:

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

or Toll-Free in the United States and Canada 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
- United Kingdom 0-(808)-189-1053
- Additional country-specific telephone numbers are available at [www.FuelingIntegrity.com](http://www.FuelingIntegrity.com)

MPC’s Code of Business Conduct is accessible through: [Corporate Governance | Marathon Petroleum Investors](#)  
(<https://www.marathonpetroleum.com/Investors/Corporate-Governance/>)



You can also file a civil rights complaint with the U.S. Department of Homeland Security Office for Civil Rights and Civil Liberties (CRCL):

**E-mail:** [CRCLCompliance@hq.dhs.gov](mailto:CRCLCompliance@hq.dhs.gov) (fastest method to submit your complaint)

**Fax:** 202-401-4708

**U.S. Mail:**

U.S. Department of Homeland Security  
Office for Civil Rights and Civil Liberties  
Compliance Branch, Mail Stop #0190  
2707 Martin Luther King, Jr. Ave., SE  
Washington, D.C. 20528

For additional information: [www.dhs.gov/crcl](http://www.dhs.gov/crcl)

Phone: 202-401-1474

Toll-Free: 1-866-644-8360

Complaints should be filed within 180 days of the alleged discrimination.

## **Information and Services for Persons with Disabilities and Persons with Limited English Proficiency**

MPC:

- Provides reasonable accommodations to individuals with disabilities that are beneficiaries or participants in its programs or activities.
- Provides free aids and services, including information in other formats (large print, audio, accessible electronic formats, etc.), to communicate effectively with persons with disabilities, including through its complaints process.
- Provides free language services, including information in other languages, to ensure meaningful access to programs and activities for persons with limited English proficiency, including through its complaints process.

If you need these services, please contact:

Isaac Perkins, Human Resources Manager

Phone: 907-776-3876

The Integrity Helpline also provides services to ensure access for persons with disabilities and limited English proficiency.