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## **WEAPONS**

### **GENERAL PURPOSE**

To provide for a safe and productive work environment at Marathon Petroleum Corporation (“MPC”) and its consolidated subsidiaries (the “MPC Group”) by generally prohibiting, with limited exceptions, the possession of weapons on Company Premises.

### **POLICY STATEMENT**

#### **Principle and Definitions**

All employees, vendors, suppliers, contractors, subcontractors, tenants and visitors are prohibited from using, possessing or concealing any weapons, whether licensed or not, on Company Premises.

“Weapon” means any device or object designed to cause injury or death including, without limitation, all firearms and explosives. Mace or other similar defensive devices intended to temporarily disable a person would not normally be considered a weapon for purposes of this Policy.

“Company Premises” includes, but is not limited to, company owned, rented, used or leased office buildings and other properties, including lodging furnished or paid for by MPC or its affiliates; company work site locations, offices, parking garages, and/or parking lots; or company owned, leased or rented vehicles, aircraft, vessels or equipment.

#### **Personal Searches**

Without limitation, MPC and its affiliates reserve the right to conduct unannounced Personal Searches of all individuals on Company Premises, including, without limitation, personal effects, lockers, baggage, desks, lunch boxes, containers, purses, brief cases, billfolds, parcels and personal-owned or leased vehicles which are located on Company Premises (hereinafter referred to as “Personal Searches”).

Entry upon Company Premises will constitute consent to Personal Searches.

MPC and its affiliates intend to use Personal Searches when it believes this Policy may have been violated and/or for the purpose of deterrence and assurance that there is compliance with this Policy.

All individuals on Company Premises must cooperate in the enforcement of this Policy, including allowing MPC and its affiliates to conduct Personal Searches.

#### **Enforcement**

Any violation of this Policy, including the first offense, will subject an employee to discipline, up to and including discharge. Employees who refuse to allow a Personal Search will be discharged. Violation by non-company personnel will result in removal from Company Premises. MPC and its affiliates reserve the right to call law enforcement officials for any violation of this Policy.



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## **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 adapted 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 or substance of this Policy.

## **POLICY EXCEPTIONS**

Exceptions shall be implemented by the MPC Chief Human Resources Officer and Senior Vice President Communications or a specifically authorized individual in those locations where all or part of this Policy conflicts with state law, to the extent necessary to bring this Policy into compliance with state law.

In addition, exceptions to this Policy may be granted for specific circumstances at specific Company Premises through written designation or approval signed by the MPC Chief Executive Officer, the MPC President, a Senior or Executive Vice President, or other specifically authorized individual. In all other respects, the Policy will still apply.

The following exceptions have been approved for all Company Premises:

- A duly appointed officer of a law enforcement agency during the performance of his or her official duties, or where such officer is retained by MPC or its affiliates for security purposes.
- Authorized MPC Security employees, who provide security services or protection, including without limitation, for any of the following:
  - a. MPC Group Executive Leadership Team Members;
  - b. MPC Board of Directors;
  - c. MPC Board of Directors meetings or events;
  - d. MPLX Board of Directors;
  - e. MPLX Board of Directors meetings or events; or
  - f. known or perceived threats to the Company, its assets, and/or its employees.

The MPC Senior Vice President of Health, Environmental, Safety & Security (“HES&S”), in consultation with Human Resources and Law, is authorized to and shall have responsibility for the creation, implementation and administration of an HES&S standard addressing issues related to the carrying of weapons by MPC Security employees.



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- Private security personnel retained by MPC or its affiliates for security purposes with the approval of the MPC Chief Executive Officer, the MPC President, a Senior or Executive Vice President, the MPC Security Manager, or other specifically authorized individual.

## REFERENCES

State Law Exceptions