



WORKPLACE VIOLENCE

GENERAL PURPOSE

To affirm the commitment of Marathon Petroleum Corporation (“MPC”) and its consolidated subsidiaries (the “MPC Group”) to provide a workplace free from violence or threats of violence against company employees, visitors, contractors or property. All company employees, visitors and contractors should conduct themselves in a manner consistent with good business practices, high ethical standards and in conformity with non-violence principles.

POLICY STATEMENT

MPC strictly prohibits the use of violence or threats of violence in the workplace and views such behavior very seriously. The company will not tolerate threats; threatening, intimidating, or menacing behavior; stalking; or acts of violence committed by employees, contractors, or visitors and targeted against employees, contractors, visitors, or other individuals. These acts are prohibited in the workplace, while using company resources at a company work location, or while conducting business on behalf of MPC. Additionally, above-referenced off-duty or off-premises conduct that could impact the workplace is also prohibited.

Workplace violence or threats of violence include, but is not limited to, spoken or written words, actions or behaviors that are disruptive, aggressive, hostile, threatening, menacing, create a reasonable perception of intent to harm persons or property, or which create a climate of fear. This includes any communicated threats or threatening behavior, bullying, stalking, domestic violence that could impact the workplace, all forms of harassment, overt acts of violence causing physical injury, including physical assault with or without weapons, i.e. pushing, shoving, hitting, sexual assault, and other acts of violence.

Workplace violence or threats of violence also include words or actions indicating that an employee might harm himself or herself. In addition, workplace violence includes the destruction of, attempted destruction of, or threats to destroy company and/or personal property.

DISCIPLINARY ACTION

Employees who engage in acts of workplace violence are subject to discipline, up to and including termination. Employees and other individuals who engage in acts of workplace violence will be immediately removed from the premises, by security or law enforcement if necessary. If it is determined that an employee or other individual has violated this Policy, but the employee or individual is allowed to return to the workplace, the company may require the individual to undergo an assessment and be cleared as safe to return to work by a qualified medical professional of the company’s choosing.

REPORTING PROCEDURE

Employees are required to report to their supervisor, Human Resources, or Security, as appropriate, any behavior that they perceive as threatening or violent, as well as strange or unusual behaviour that they perceive as suspicious or threatening. Employees are responsible for reporting this information regardless of



the relationship between the individual engaging in such behavior and the person(s) or property potentially threatened.

All supervisors and managers are responsible for the prompt communication to Human Resources and/or Security of any information they receive which indicates threatening or violent conduct may have taken or is about to take place.

All reports of workplace violence will be kept confidential to the extent practicable.

If an employee believes a threat of imminent harm exists, the employee should follow local security procedures. However, an employee should not hesitate to contact 911 as circumstances dictate.

SECURITY ASSESSMENT

If Security or Human Resources determine that a reported violation of this policy requires further assessment, a team will be formed to investigate and determine the relevant facts and circumstances, and to review the results of the investigation with the appropriate management. The team will consist of representatives from the appropriate organizations under the circumstances, which in most cases will include, at minimum, the management of the personnel involved, and the Law, Security, and Human Resources organizations.

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.

This Policy supersedes all local policies addressing workplace violence.

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

None



REFERENCES

[Policy #2001 Code of Business Conduct](#)

[Policy #10003 Harassment and Appropriate Workplace Conduct](#)

[Policy #10005 Weapons](#)

[Social Media Guidelines](#)

REVISION HISTORY

Revision Number	Description of Change	Reviewed By	Review Date	Approved By	Approval Date	Effective Date	Next Review Date
0	Original Policy	MPC Management Executive Committee				06/30/2011	06/30/2016
	Reviewed with no change	Executive Vice President, Human Resources, Health and Administrative Services	05/04/2016	N/A	N/A	N/A	05/04/2021
1	Administrative	MPC Vice President, Corporate Secretary and Chief Compliance Officer	11/01/2016	MPC Vice President, Corporate Secretary and Chief Compliance Officer	11/01/2016	11/01/2016	05/04/2021
2	Administrative revisions associated with MarkWest integration	MPC Vice President, Corporate Secretary and Chief Compliance Officer	12/19/2016	MPC Vice President, Corporate Secretary and Chief Compliance Officer	12/19/2016	01/01/2017	05/04/2021
3	Administrative revisions associated with officer changes	MPC Vice President, Corporate Secretary and Chief Compliance Officer	01/08/2018	MPC Vice President, Corporate Secretary and Chief Compliance Officer	01/08/2018	01/08/2018	05/04/2021
4	Administrative revisions associated with Andeavor integration	MPC Vice President, Chief Securities, Governance & Compliance Officer and Corporate Secretary	11/20/2018	MPC Vice President, Chief Securities, Governance & Compliance Officer and Corporate Secretary	11/20/2018	10/1/2018	05/04/2021
5	Substantive revisions to expand definition of workplace violence, extent of disciplinary action, and additional security assessment	MPC Management Executive Committee	04/01/2019	MPC Management Executive Committee	04/01/2019	04/01/2019	04/01/2024



REVISION HISTORY CONTINUED

6	Administrative revisions to provide clarification.	MPC Vice President, Chief Securities, Governance & Compliance Officer and Corporate Secretary	05/28/2020	MPC Vice President, Chief Securities, Governance & Compliance Officer and Corporate Secretary	05/28/2020	05/28/2020	04/01/2024
7	Administrative revisions associated with officer title changes	MPC Vice President, Chief Securities, Governance & Compliance Officer and Corporate Secretary	03/22/2021	MPC Vice President, Chief Securities, Governance & Compliance Officer and Corporate Secretary	03/22/2021	03/22/2021	04/01/2024