



Supplier Code of Conduct

The Genesis Energy, L.P. (“Genesis” or “Company”) Supplier Code of Conduct has been established to provide clarity on the Company's expectations that all of our contractors, subcontractors, suppliers, vendors, consultants, and business partners adhere to the standards set forth in our Code of Business Conduct and Ethics and all Company policies and procedures, including but not limited to the Human Rights Policy and the HSSE Vision, Beliefs, and Policy, which may exceed legal requirements.

Genesis values its partnerships with its business partners and fully recognizes that our mutual success is built on open communication and a commitment to common principles and business standards and practices. Accordingly, the Company has set high standards for the way it conducts business in the areas of regulatory compliance, social responsibility, and environmental stewardship.

It is the responsibility of each supplier to ensure that its supervisors, employees, representatives, and contractors understand and comply with this Supplier Code of Conduct. It is imperative to point out that this Supplier Code of Conduct may be supplemented by more specific or stringent terms or requirements implemented by a business division or any contract between the Company and its subsidiary businesses and a supplier, and where applicable, the more specific or stringent terms or requirements shall control.

I. Health, Safety, Security, and Environmental

Genesis’ commitment to sustainability includes efficient use of resources, respect for the environment, and safe and healthy workplaces. We expect our suppliers to make similar commitments to continuously improve their health, safety, security, and environmental performance, comply with the Genesis HSSE Vision, Beliefs, and Policy and adhere to the following:

- Promote a safety centered and healthy work environment;
- Ensure physical security of worksites and minimize occupational health and safety risks;
- Protect the environment by promoting the efficient use of energy and natural resources and striving to mitigate the environmental impacts; and
- Comply with all health, safety, security, and environmental laws, rules and regulations.

II. Compliance with Laws

Suppliers will conduct their business, and ensure their subcontractors conduct their business, in a legal and ethical manner and act with integrity, honesty, and transparency in full compliance with contractual agreements, applicable laws, this code, and Genesis applicable policies and procedures. We expect our suppliers to adhere to the following:

Compliance with Applicable Laws and Regulations

- Comply with all applicable laws, rules, and regulations;
- Meet or exceed all applicable regulatory and statutory requirements and document such compliance in accordance with the contractual obligations or the legal requirements, whichever is more stringent.

Anti-Corruption Laws

- Refrain from engaging in any form of illegal payments or bribery with any suppliers, agents, or customers, nor offer any incentive to any Genesis employee or family member of a Genesis employee in order to obtain or retain business;
- Abstain from paying or promising to pay money or anything of value in any form to any government official; and
- Comply with all applicable laws dealing with the bribery of government officials, including but not limited to the U.S. Foreign Corrupt Practices Act (FCPA).

Antitrust Laws

- Support a fair and competitive marketplace, including by avoiding anticompetitive discussions with competitors and keeping proprietary or confidential information confidential; and
- Comply with all applicable antitrust laws, including if applicable antitrust laws of other foreign countries in which international operations exist.

III. Human Dignity and Labor

At Genesis, respecting human rights is an expectation of all individuals, internal and external alike, and suppliers must conduct their business with a commitment to the human rights of their employees and to treat them with dignity and respect, complying with the Genesis Human Rights Policy in conjunction and in addition to the following:

Child or Forced Labor

- Follow and comply with applicable child labor laws; and
- Enforce zero tolerance for modern slavery, forced labor, bonded labor, or human trafficking in any form.

Non-Discrimination and Anti-Harassment

- Treat all individuals with respect and bolster a respectful work environment that is free of unlawful discrimination, retaliation, intimidation, or other acts of aggression or violence;
- Enforce zero tolerance in the workplace for any engagement in corporal punishment, harassment, unlawful discrimination, threats, intimidation, coercion, or other acts of aggression in any form; and
- Comply with all applicable laws and regulations governing fair employment practices.

Working Hours, Wages and Benefits

- Manage working hours for employees in strict accordance with local regulations and applicable collective bargaining agreements to not exceed work hour limits; and
- Provide employees with fair and competitive compensation that complies with applicable wage laws in the interests of providing an adequate standard of living.

Freedom of Association and Collective Bargaining

- Respect the rights of employees to associate freely, join labor unions, seek representation, and engage in collective bargaining.

IV. Compliance

While Suppliers are expected to maintain management systems and controls to govern, promote, and facilitate compliance with applicable laws and the principles set forth in this Supplier Code of Conduct, Genesis reserves the right to audit suppliers to confirm such compliance. Suppliers should also apply these or similar principles to their business operations and supply chain, including the subcontractors and suppliers they work with in providing goods and services to Genesis.

Should any person believe that individuals subject to this policy have acted or will act inconsistently with the principles herein, they are asked to report it immediately to their supervisors, an authorized Company representative, or through our Compliance and Ethics Hotline **(844) 988-1695**.