



Human Rights Policy

Our Commitment

Genesis Energy, L.P. (Genesis) is committed to conducting its business with the highest level of integrity in all aspects of its operations and consistent with its [Code of Business Conduct and Ethics](#) (our “Code”). To achieve these ends, our Code is comprised of ethical guidelines that set the standard of business conduct for employees and suppliers alike.

While we recognize there are legal frameworks in place to protect human rights – maintaining an organizational culture that supports the protection of human rights, including taking all reasonable measures to avoid contributing to adverse human rights impacts, is critical to the ethical operation of our business. Accordingly, Genesis respects international human rights principles aimed at promoting and protecting human rights, including the International Bill of Human Rights and the International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work.

Our Approach

The Human Rights Policy and Genesis’ commitment to respecting human rights in the conduct of its business applies to all Genesis employees, contractors, subcontractors, suppliers, vendors, customers, visitors, and third parties conducting business with the company.

In our Business Operations

We expect all Genesis employees and representatives to act lawfully and respectfully towards other employees, customers, business partners, and those in the local communities in which we operate. These expectations are outlined in our Code as well as various enterprise-wide policies. We ensure the protection of Genesis employee rights through policies and procedures established by the Human Resources, Legal and Health, Safety, Security, and Environmental (HSSE) Department functions. All employees are required to complete training on an annual basis, which covers human rights topics. Additionally, to ensure we are aware of and can adequately address any actual or suspected human rights violations, Genesis provides a 24-hour, third-party managed Compliance and Ethics Hotline where individuals can raise their concerns in good faith without the fear of retaliation.

Throughout our Supply Chain

We expect our business partners, including our suppliers, to share our commitment to respect human rights. All suppliers must comply with our Code and policies, as well as with our standard contract provisions, which require strict adherence to all applicable laws, including human rights laws.

General Rights and Obligations

▪ *Non-Discrimination and Anti-Harassment*

At Genesis, we believe that all employees have the right to work in a respectful environment that is free of unlawful discrimination, retaliation, intimidation or other acts of aggression or violence. Genesis is an equal opportunity employer and conducts all hiring and employment practices in strict accordance with all applicable laws and regulations governing fair employment practices. As such, any form of harassment,

unlawful discrimination, threats, intimidation or other acts of aggression or violence is not tolerated. To ensure we maintain a respectful working environment, Genesis relies upon continual reinforcement of its Code, Harassment Policy, and Workplace Violence Policy through employee training, communications, and accountability measures, as well as the availability of a 24-hour, third-party managed Compliance and Ethics Hotline where employees are encouraged to voice their concerns.

- *Remuneration and Working Hours*

Genesis provides employees with regionally competitive compensation and benefits packages that meet all regulatory requirements. Working hours are managed in strict accordance with local regulations and applicable collective bargaining agreements.

- *Freedom of Association and Collective Bargaining*

Genesis recognizes the right to organize and the right of unions to represent and negotiate on behalf of workers. We respect the rights of all workers to form and join unions of their own choice and to bargain collectively.

- *Forced Labor and Human Trafficking*

Genesis does not tolerate modern slavery, forced labor, bonded labor or human trafficking in any form.

- *Child Labor*

We support, follow, and comply with child labor laws across all business operations. Because much of Genesis' work is conducted in a safety-sensitive environment, Genesis adheres to minimum age provisions of applicable laws and employs only individuals of lawful age. Genesis ensures compliance with its expectations throughout its supply chain by contractually requiring all suppliers to strictly comply with all applicable laws, including child labor laws. Our approach is consistent with the ILO labor standards outlined in ILO Convention Nos. 138 and 182.

- *Safe Working Environment*

Our vision as a company is to conduct our operations in an incident-free workplace, all the time, everywhere. We work toward this goal by ensuring the physical security of our premises and minimizing the occupational health and safety risks in our work sites. Our Health, Safety, Security and Environment (HSE) Vision, Beliefs, and Policy implements controls, policies, procedures, and processes designed to eliminate or mitigate these risks. Anyone at a Genesis work site, regardless of position or affiliation to Genesis, has the capability and obligation to use Stop Work Authority to immediately stop work that is creating an imminent risk or danger (including unsafe conditions or acts) to personnel, equipment, or the environment.

Genesis' HSE Vision, Beliefs, and Policy is available [here](#).

Reporting Concerns

Should any person believe that Genesis or individuals subject to this policy have acted inconsistently with the principles herein, they are asked to report it immediately through our Compliance and Ethics Hotline (844) 988-1695, which may also be found on our website [here](#). The Compliance and Ethics Hotline allows you to remain anonymous (where allowed by law). To encourage reporting, Genesis adheres to a strict non-retaliation policy for concerns raised in good faith. Genesis is committed to investigating and responding to such concerns in a prompt and responsible manner, and in its discretion, may take appropriate actions against those who violate this policy.