

Genesis Energy, LLC

Human Resource Policy – Equal Employment Opportunity

POLICY STATEMENT

Genesis Energy, L.P. (“Genesis”) is an Equal Opportunity Employer. It is the policy of the company, its business units and affiliates to provide equal employment opportunity (EEO) for all full-time, part-time and temporary employees, and job applicants in accordance with all applicable federal and state laws.

GUIDELINES

Genesis is committed to the principles of equal employment opportunity for all employees and applicants for employment. All decisions, policies and procedures including, but not limited to recruitment, hiring, assignment, conditions of employment, compensation, benefits, training, promotion, transfer, and termination are administered for all employees and job applicants without discrimination based on race, ethnicity, color, pregnancy, religion, national origin, sex, physical or mental disability, age, citizenship, veteran status, gender identity, sexual orientation or any other classification protected by applicable federal, state, or local law.

It is the responsibility of every manager and supervisor to ensure that all personnel actions are administered in accordance with the Company's Equal Employment Opportunity Policy. This policy is not intended to restrict communications or actions protected or required by state or federal law.

Genesis is also committed to maintaining a professional work environment that is free from unlawful discrimination and harassment, including, but not limited to sexual harassment, whether in the office or in other Genesis-related settings. If you experience or witness sexual or other unlawful harassment or discrimination in the workplace, you must report it immediately to a member of the Human Resources department. If, for any reason, you are uncomfortable discussing the matter with Human Resources and/or if the complaint involves Human Resources, you may contact the Legal Department at 713-860-2500.

All allegations of harassment will be promptly and thoroughly investigated. All complaints will be kept confidential, to the extent possible.

It is a violation of this policy to retaliate against an employee or applicant for making a good-faith complaint of harassment or discrimination, or for participating in the investigation of a complaint. Any employee, regardless of position, title, whom is found, after investigation, to have subjected an individual to discrimination or retaliation in violation of this policy will be subject to discipline, up to and including termination of employment. If you believe you have been retaliated against for making or assisting in the investigation of a complaint, contact a member of the Human Resources Department or the Legal

Department at 713-860-2500 immediately. Anonymous complaints may be made through the Company's Compliance and Ethics Hotline at 1-844-988-1695.

Furthermore, Genesis is committed to complying with the American with Disabilities Act (ADA) and other applicable statutes protecting employees with disabilities. In accordance with the ADA, Genesis will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship to Genesis. If an employee or applicant for employment is disabled and needs an accommodation to apply for a position with Genesis, that individual should make a request to our Human Resources department. The request should include the reasonable accommodation required along with the job title and job posting number for the position for which you are applying. A member of the Genesis Human Resources team will review your request and determine if a reasonable accommodation can be made. All other requests for accommodation should be made in accordance with the Company's Human Resources Policy – Accommodating Individuals with Disabilities.