



# GBR's Health, Environment, Safety and Security Policy

The Galveston Bay Refinery is committed to excellence in all areas of health, environment, safety and security (HES&S) performance through the implementation of the principles below. We will use a management system approach to achieve continual improvement in these areas. This policy aligns with the elements of the corporate policy. Meeting this commitment will be a responsibility shared by everyone, including contractors and third parties.

- Incident Prevention:** We will strive to ensure an injury and process safety incident free workplace through our HES&S Beliefs and Life Critical Expectations with our aim of ensuring everyone who works at the company returns home in the same condition as they arrived. We will incorporate Human and Organizational Performance (HOP) principles to learn from incidents and identify measures to eliminate root causes to avoid reoccurrence.
- Human & Organization Performance:** We are committed to the Five HOP Principles: 1) Even the Best People Make Mistakes, 2) Blame Fixes Nothing and Inhibits Learning 3) Learning and Improving is Vital, 4) Context Drives Behavior, 5) How Leaders Respond to Failure Matters. We are driving this new way of thinking through leadership training and utilizing Learning Teams to understand our work processes and transform the way MPC looks at incidents, safety, and leading people.
- Communication:** We will clearly and transparently communicate our HES&S commitments, responsibilities and performance to our employees, contractors, the public and other key stakeholders.
- Risk Management:** Management of risk is fundamental to safe operations, products, processes, and services. We will systematically identify potential HES&S risks, assess their relative significance, and develop reduction measures to ensure risks are properly addressed.
- Stakeholder Engagement:** We are committed to serving our community in which we operate. We will engage with community stakeholders in a meaningful way and foster a relationship of trust in order to maintain our license to operate.
- Security and Emergency Preparedness:** We will maintain a preparedness and response program with the goal of protecting the people in and around our facility, the environment, and our corporate resources.
- Prevention of Pollution & Sustainability:** We are committed to challenge ourselves to lead in sustainable energy by investing in renewables and emerging technologies and embedding sustainability in our decision-making. We are committed to reducing our carbon footprint, conserving natural resources, and minimizing waste, emissions, and releases throughout our operations.
- Learning and Development:** We will ensure employees understand their HES&S responsibilities and are trained to perform their assignments with competence. We will provide comprehensive training to empower our employees to successfully fulfill their tasks and we are committed to backing educational initiatives concerning the HES&S impacts of our products, processes, and overall operations.
- Product Stewardship:** We will provide information to and work with stakeholders and customers to foster the safe use, handling, transportation, storage, recycling, reuse and disposal of our materials, products, and waste.
- Contractor Performance:** Recognizing contractors are pivotal to achieving our HES&S goals, we will monitor their performance, use the results in the selection process and work closely with them to align our common interests and promote HES&S excellence.
- Assurance & Compliance:** Our performance will be measured regularly using key performance indicators. We will monitor for conformance to our management systems and for compliance with applicable HES&S regulatory and internal requirements through periodic reviews and audits. We will participate in the development of applicable HES&S laws, regulations, and standards regarding HES&S issues.
- Continual Improvement:** Our management systems provide a framework for setting objectives and targets, measuring performance and promoting transparency in reporting results. We will employ these systems to achieve continual improvement in our overall HES&S performance and culture.

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