



## **WEAPONS**

### **GENERAL PURPOSE**

To provide for a safe and productive work environment at Marathon Petroleum Company (“MPC”) and its consolidated subsidiaries (the “MPC Group”) by prohibiting the possession of weapons on Company Premises.

### **POLICY STATEMENT**

#### **Principle and Definitions**

All employees, vendors, suppliers, contractors, subcontractors, tenants and visitors are prohibited from using, possessing or concealing any weapons, whether licensed or not, on Company Premises.

“Weapon” means any device or object designed to cause injury or death including, without limitation, all firearms and explosives. Mace or other similar defensive devices intended to temporarily disable a person would not normally be considered a weapon for purposes of this Policy.

“Company Premises” includes, but is not limited to, company owned, rented, used or leased office buildings and other properties, including lodging furnished or paid for by MPC or its affiliates; company work site locations, offices, parking garages, and/or parking lots; or company owned, leased or rented vehicles, aircraft, vessels or equipment.

#### **Personal Searches**

Without limitation, MPC and its affiliates reserve the right to conduct unannounced personal searches of all individuals on Company Premises, including, without limitation, personal effects, lockers, baggage, desks, lunch boxes, containers, purses, brief cases, billfolds, parcels and personal-owned or leased vehicles which are located on Company Premises (hereinafter referred to as “Personal Searches”).

Entry upon Company Premises will constitute consent to Personal Searches.

MPC and its affiliates intend to use Personal Searches when it believes this Policy may have been violated and/or for the purpose of deterrence and assurance that there is compliance with this Policy.

All individuals on Company Premises must cooperate in the enforcement of this Policy, including allowing MPC and its affiliates to conduct Personal Searches.

#### **Enforcement**

Any violation of this Policy, including the first offense, will subject an employee to discipline, up to and including discharge. Employees who refuse to allow a Personal Search will be discharged. Violation by non-company personnel will result in removal from Company Premises. MPC and its affiliates reserve the right to call law enforcement officials for any violation of this Policy.



## **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.

## **POLICY ADMINISTRATION**

The administration of this Policy is the responsibility of the MPC Chief Human Resources Officer.

## **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**

Exceptions shall be implemented in those locations where all or part of this Policy conflicts with state law, to the extent necessary to bring this Policy into compliance with state law.

In addition, exceptions to this Policy may be granted for specific circumstances at specific Company Premises through written designation or approval signed by an MPC Vice President or other MPC Executive Officer. In all other respects, the Policy will still apply.

The following exceptions have been approved for all Company Premises:

- A duly appointed officer of a law enforcement agency during the performance of his or her official duties, or where such officer is hired by MPC or its affiliates for security purposes
- Private security personnel, armed or unarmed, hired by MPC or its affiliates for security purposes with the approval of an MPC Vice President or other MPC Executive Officer, by the MPC Security Manager, or other specifically authorized individual

## **REFERENCES**

[State Law Exceptions](#)



**REVISION HISTORY**

<b>Revision Number</b>	<b>Description of Change</b>	<b>Reviewed By</b>	<b>Review Date</b>	<b>Approved By</b>	<b>Approval Date</b>	<b>Effective Date</b>	<b>Next Review Date</b>
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