

<b>MAGELLAN</b>	<b>SECTION</b> Environmental, Social and Governance	<b>NUMBER</b>
	<b>HUMAN RIGHTS POLICY</b>	
<b>POLICY</b>	<b>APPLICATION</b> ALL BUSINESS UNITS	<b>PAGE</b>
<b>GENERAL</b>		

Last Updated: June 15, 2021

## Introduction

Magellan Midstream Partners, L.P. together with each of its subsidiaries (“Magellan” or “we”) is committed to respecting human rights in all its business endeavors. Our commitment to integrity and to operating safely, ethically and in compliance with all applicable laws and regulations serves as the foundation of our business model and informs our relationships and interactions with our employees, customers, suppliers and the people in each of the geographic locations in which we operate.

## Respect for All

Magellan’s [Code of Business Conduct](#) (“Code”) reflects our core values. Magellan employees must act in a manner that reflects the values outlined in the Code including respect, honesty, safety, efficiency, compliance with all applicable laws and regulations and good stewardship of resources. All Magellan employees are expected to take these values to heart and demonstrate them in their behaviors, decisions and general conduct.

Compliance with our Code helps protect human rights and serves as the foundation for guiding our interactions with our customers, suppliers and people in the geographic locations in which we operate. Magellan’s values are engrained in these fundamental principles and in the key policies that govern the conduct of our business and underpin our Code, which is aligned with many of the principles set forth in the United Nations Universal Declaration of Human Rights.

## Work Environment

Magellan believes in treating all people with dignity and respect, and providing equal employment and advancement opportunities for everyone. Magellan affords equal employment opportunities to all qualified individuals, without regard to their race, color, ancestry, religion, sex, sexual orientation, national origin, age, physical or mental disability, citizenship status, veteran status, gender identity or expression or any other characteristic or status that is protected by federal, state or local law.

Magellan’s [Policy on Equal Employment Opportunity, Anti-Discrimination and Anti-Harassment](#) expressly prohibits any form of unlawful discrimination, harassment or retaliation against

employees or applicants for employment. In addition, the policy prohibits any form of unlawful discrimination, harassment or retaliation by or directed at any customer, vendor, contractor or visitor.

Magellan is committed to a work environment that is free from human trafficking and slavery, which for the purposes of this policy includes forced labor and child labor. Magellan strongly opposes the use of child labor. We adhere to minimum age provisions of applicable laws and employ only individuals of lawful age. Magellan expects the entities with whom it conducts business to also treat their employees and persons within the communities in which they operate with dignity and respect, with no tolerance for human trafficking, slavery or child labor. Additionally, we expect our vendors and suppliers to adhere to the business conduct standards outlined in our [Supplier Code of Conduct](#).

## **Reporting Concerns**

Our commitment to human rights, and our core values of integrity and honesty are critical to how we conduct and operate our business. We earn the trust of our employees, customers, investors and communities where we live and work by acting with integrity and honesty.

If wrongdoing or unethical behavior by Magellan is suspected, report it to us through a counterpart at Magellan. If the issue(s) remain unresolved after that contact, or if that contact is inappropriate in light of the particular concern(s), please contact Magellan's legal department at (918) 574-7000 or the Magellan Action Line at (888) 475-9501.

Our confidential 24-hour Action Line is operated by an independent service, and concerns may be reported anonymously. Anyone can report a concern via the Action Line including Magellan employees, customers or the general public.