

## 1 Policy Statement

Fundamental rights to life, liberty and security are inherent to all human beings, and should be protected regardless of an individual's race, color, gender, sexual orientation, religion, national origin, age, disability, genetic information, marital status, status as a covered veteran or other legally protected category. Plains is committed to maintaining a culture that respects and supports internationally recognized human rights and aligns with many of the principles set forth in the United Nations Universal Declaration of Human Rights. We expect our employees, contractors and suppliers to treat people with dignity and be respectful of human rights.

This Policy should be read in conjunction with the following Plains Policies.

- [Code of Business Conduct](#)
- [Plains Code of Business Conduct for Contractors and Suppliers](#)

## 2 Our Human Rights Approach

While we recognize that governments have the primary responsibility for protecting human rights, Plains strives to comply with all applicable laws and regulations related to human rights. We should also work within our sphere of influence and business operations to reduce the risk of potential human rights abuses or violations by identifying and monitoring risks, reporting concerns and remediating any compliance issues.

## 3 Human Rights Policy

### 3.1 Child Labor and Forced Labor

We strongly oppose the use of child labor, slave labor and human trafficking. Plains adheres to minimum age provisions of applicable laws and employs only individuals of lawful age.

### 3.2 Compensation and Benefits

Plains is committed to doing the right thing for our employees and is proud to offer a total rewards package that includes competitive pay, comprehensive benefits and meaningful non-monetary benefits.



### **3.3 Diversity and Inclusion**

We are committed to providing a professional work environment that is diverse, engaging and inclusive. To that end, we strive to develop a culture of diversity and inclusion in our workforce and aspire to employ a workforce that reflects the diversity of the communities where we operate. Our commitment to diversity and inclusion extends to providing equal opportunities in all aspects of employment as required by applicable law.

### **3.4 Harassment and Discrimination**

We are committed to providing a professional work environment in which all individuals are treated with respect and dignity, free from any type of discrimination or harassment based on race, color, gender, sexual orientation, religion, national origin, age, disability, genetic information, marital status, status as a covered veteran or other legally protected category. We will not tolerate any unlawful discrimination or harassment of any kind, including, but not limited to, sexual harassment or any behavior that creates an intimidating, hostile or offensive work environment. Examples include derogatory comments based on racial or ethnic characteristics, unwelcome sexual advances or requests, or engaging in inappropriate coercive behavior.

### **3.5 Health and Safety**

We are committed to protecting our employees, the communities in which we operate and the environment. We endeavor to conduct our operations in a responsible and reliable manner that is safe for employees, contractors and the environment. Our people are our most valuable asset and accordingly, making sure that every employee returns home safely at the end of the workday is our highest priority.

### **3.6 Labor Relations**

Our success in meeting our business goals is due to the outstanding employees at Plains who share a commitment to operate our business safely, reliably and in an environmentally responsible manner. We strive to create an environment where employees feel valued and are encouraged to provide direct feedback to their leaders. However, we respect employees' freedom of association and right to collective bargaining without fear of reprisal, intimidation or harassment.

### **3.7 Training and Development**

We are committed to the continued development of our people. We provide a multitude of training programs covering a variety of relevant topics including anti-harassment, respectful workplaces, Indigenous awareness, and health and safety. We also offer a number of internal



programs at all levels of the workforce that are designed to identify and develop future leaders of the organization.

### 3.8 Community and Stakeholder Engagement

At Plains, we recognize that we are part of the communities in which we operate. We engage with these communities on human rights and other matters that are important to them such as land rights, access to water and protection of cultural, environmental and other resources. We also engage with the people in those communities, including property owners, Indigenous Peoples and other groups. Our aim is to ensure through the development of mutually beneficial and collaborative relationships and open and respectful dialogue that we are listening to, learning from and considering their views as we conduct our business.

## 4 Reporting Concerns

We take seriously our commitment to respect and support human rights. Our core values of respect and fairness, ethics and integrity, safety and environmental stewardship and accountability are the foundation of our culture and serve as a compass to guide us to always “do the right thing.” Concerns about any suspected human rights abuses or violations may be reported to the Company’s confidential third-party hotline service (877-778-5463 or reportit.net – use “PAA” for login and password). This service is available 24 hours a day, seven days a week.

## 5 Approvals

The following signatory approves this Policy.

Jim M. Tillis

Vice President, Human  
Resources

Name

Title

Signature