

	Human Rights Policy	HUMAN RESOURCES	
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		Effective Date May 2020	Revision: 1

1.0 PURPOSE

Respecting human rights is a fundamental value to Delek US Holdings, Inc. (“Delek”), as embodied in our Core Values and Code of Business Conduct and Ethics. Delek recognizes the dignity, value and worth of all human beings, and it is committed to conducting its operations in compliance with all applicable laws and regulations and consistent with the Universal Declaration of Human Rights.

2.0 SCOPE

Company-wide. This Policy applies to Delek US Holdings, Inc., its subsidiaries, its affiliates and all employees of Delek or its subsidiaries and affiliates (“Delek” or “Company”).

Failure to comply with this Policy may result in disciplinary action up to and including termination from employment.

3.0 POLICY

- 3.1 Delek conducts its business in a manner that respects the rights and dignity of all people, complying with all legal requirements.
- 3.2 Delek respects internationally-recognized human rights, as set out in the UN Universal Declaration on Human Rights.
- 3.3 Delek recognizes its responsibility to respect human rights and avoid complicity in human rights abuses, as stated in the UN Guiding Principles on Business and Human Rights.
- 3.4 Delek focuses on diversity in all aspects of employment, including recruitment, hiring, development, compensation and advancement.
- 3.5 Delek treats everyone who works for the Company fairly and without discrimination. Delek prohibits all forms of discrimination or harassment in the workplace on any legally-recognized basis, including, but not limited to: veteran status, uniformed servicemember status, race, color, religion, sex, age (40 and over), national origin or ancestry, physical or mental disability, genetic information or any other consideration protected by federal, state or local law.
- 3.6 Delek respects freedom of association. Where employees wish to be represented by trade unions, the Company cooperates in good faith with the bodies that its employees collectively choose to represent them within the appropriate legal frameworks.
- 3.7 Delek is committed to its employees, the environment and the communities in which we operate while delivering great products, services, and other initiatives that impact lives within and outside the organization.
- 3.8 Delek embeds human rights into environmental and social impact assessments as appropriate. In assessing and addressing the impacts of our operations, Delek will consult with those who may be affected, including indigenous peoples, where this is possible and appropriate, while meeting applicable legal requirements.

- 3.9 Delek seeks to make contractual commitments with suppliers that encourage the principles contained in this Policy.
- 3.10 Delek provides training and communications to employees on the Code of Business Conduct and Ethics and company policies, including this Policy.
- 3.11 In instances where there is a conflict between a legal requirement and this Policy, Delek always applies the most stringent standard, as stipulated in the UN Guiding Principles on Business and Human Rights, without violating domestic law.
- 3.12 Delek will report annually to stakeholders on the implementation of this Policy.

4.0 RESPONSIBILITIES & AUTHORITY

- 4.1 All Delek employees are responsible for compliance with this Policy.
- 4.2 Potential or actual violations of this Policy should be reported without a fear of retaliation to any of the following resources:
 - Management;
 - Human Resources;
 - Internal Audit;
 - Legal Department; or
 - The Compliance and Ethics Hotline, available 24/7, through which reports may be made anonymously [online](#) or by phone at 800-867-9267.

5.0 RELATED POLICIES

- 5.1 [Code of Business Conduct and Ethics](#)
- 5.2 [Employee Handbook](#)

6.0 DOCUMENT INFORMATION

Revision	Content Owner	Executive Sponsor	Executive Review Committee Approval Date	Policy Effective Date
1	Assistant General Counsel, Compliance	EVP & Chief Human Resources Officer	May 6, 2020	May 6, 2020

NOTICE: The information contained herein is the confidential property of Delek US and should not be relied upon by other parties.