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Delek US Supplier Social Standards

Corporate integrity, responsible product sourcing, and the safety and wellbeing of workers across the global supply chain are of paramount importance to Delek US Holdings, Inc. and its subsidiaries and affiliates (“Delek” or “Company”).

Delek expects its suppliers, vendors and contractors to comply with all applicable laws and regulations, including but not limited to those related to anti-corruption & bribery, workplace safety, international trade. These expectations are outlined below. , in conjunction to our Core Values:

Delek expects its suppliers, vendors and contractors to:

- Comply with applicable laws, rules and regulations;
- Adhere to contractual obligations in the performance of activities and services and provision of materials;
- Avoid any conflict of interest, and report them if they arise;
- Conduct business honestly and ethically, without engaging in any behavior, either directly or indirectly, that can be construed as bribery or corruption;
- Operate with the required transparency, ensuring compliance with trade, antitrust, and competition laws;
- Respect their employees’ freedom of association and right to collective bargaining;
- Promote a safe, secure and healthy workplace, while protecting the environment in the places where they operate;
- Foster appropriate operating and health & safety practices, ensuring workforce training and certifications where applicable, in their areas of practice;
- Promote a “see something, say something” culture, aimed at protecting people, assets, and the environment;
- Adhere to the Occupational Safety and Health Administration’s Process Safety Management Standards, EPA’s Risk Management Program as well as other government and industry safety standards such as those published by the American Petroleum Institute;
- Conduct operations and business practices in a manner consistent with the Fundamental Principles of the Equal Employment Opportunity Commission (EEOC) and the Fair Labor Standards Act (FLSA) including the observance of maximum working hours and the elimination of child labor, forced labor and workplace discrimination, and;
- Plan and execute activities in a manner that respects human rights and is consistent with the United Nations Guiding Principles on Business and Human Rights.

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The links below provide further information:

[Delek US Core Values](#)

[Delek US Code of Business Conduct & Ethics](#)

[Delek US Social Commitments](#)

[Delek US Sustainability Report](#)

[Equal Employment Opportunity Commission \(EEOC\)](#)

[Fair Labor Standards Act](#)

[United Nations Guiding Principles on Business and Human Rights](#)