



DRUGS AND ALCOHOL

GENERAL PURPOSE

To state the position of Marathon Petroleum Corporation (“MPC”) and its consolidated subsidiaries (the “MPC Group”) that the misuse of drugs, alcohol, or any substance having a physiological, psychological or biochemical effect impairs employee health, employee performance and creates unsafe working conditions. The company is committed to maintaining a productive, safe and healthy work environment free of unauthorized drug and unauthorized alcohol use.

Capitalized terms in this Policy shall have the meaning set forth in the Marathon Petroleum Corporation Drug and Alcohol Policy Employee Guide.

POLICY STATEMENT

It is the policy of the company to:

- Prohibit the manufacture, use, possession, distribution, dispensation, purchase or sale of Unauthorized Drugs, while engaged in company business or on Company Premises. Prohibit the consumption or possession of alcohol in unsealed or opened containers on Company Premises, or while engaged in company business, except in limited circumstances where specifically authorized
- Administer a comprehensive drug and alcohol testing program
- Conduct searches for unauthorized substances
- Provide for appropriate discipline for violations of this Policy
- Sponsor educational programs and, in appropriate circumstances, initiate rehabilitation
- Comply with all federal, state and local laws regarding drug and alcohol policies, including but not limited to developing, adopting, maintaining and enforcing drug and alcohol policies as required by the U.S. Department of Transportation (DOT) and the U.S. Coast Guard (USCG) for positions regulated by the DOT/USCG

This Policy should not be construed as creating or constituting a contract of employment, nor shall it be construed as limiting any action the company may take in administering the employee-employer relationship.

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 and Senior Vice President Communications, in consultation with the Law organization and Health Services. Such responsibility includes:



Developing and implementing the Drug and Alcohol Policy Employee Guide, as well as any other operating practices, standards, procedures and guidelines to achieve the purpose and scope of this Policy

- Delegating the authorities granted herein to other employees of the company as he or she may deem advisable to achieve the purpose and scope of this Policy

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

See the Drug and Alcohol Policy Employee Guide

REFERENCES

Drug and Alcohol Policy Employee Guide
California Drug and Alcohol Policy Employee Guide
Minnesota Drug and Alcohol Policy Employee Guide