

# PARTNER CODE OF CONDUCT

Western Midstream



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**Western Midstream (“WES”) is committed to operating in a sustainable and environmentally and socially responsible manner. This commitment is at the core of our business model and we expect our partners, suppliers, vendors, and contractors (“Partners”) to commit to the same. This Partner Code of Conduct details WES’s expectations for our Partners and provides guidance on how to adapt these principles when working with WES.**

# BUSINESS INTEGRITY AND ETHICS

WES seeks to develop and strengthen relationships with Partners who are dedicated to the highest standards of business integrity and ethics. WES requires the same of its own employees under the [WES Code of Ethics and Business Conduct](#). We require all of our employees and Partners to avoid situations that create or appear to create a conflict of interest, which may arise when business judgement is clouded by a personal interest in a transaction.

## Work and Family Relationships

A conflict of interest may arise when a Partner either (a) employs a WES family member; or (b) is owned by a WES-employee or his or her family member. If this situation should occur, disclosure is key. Partners should immediately disclose these types of situations to WES. For conflicts purposes, family members include spouses, children, step-children, grandchildren, parents, grandparents, brothers and sisters, as well as in-laws and adoptive relationships. "Family member" also includes anyone with whom an employee has a romantic or intimate relationship.

## Gifts and Entertainment

WES employee relationships with Partners must be based entirely on sound business decisions and fair dealing. Partners may offer occasional gifts of nominal value to WES employees; however, Partners should take care to ensure that doing so does not create any appearance of impropriety. Under no circumstances is it permissible for Partners to provide a WES employee with any gift that would be illegal or participate in any entertainment that is unsavory, sexually oriented, or that would otherwise violate our core values of integrity and trust. Other than common business courtesies, Partners must not give anything for the purpose of influencing a WES employee into a business relationship. If there is a specific need to provide a gift of more than nominal value to a WES employee, the Partner should request that the WES recipient receive prior approval from his/her Vice President.

## Zero Tolerance for Retaliation

In no event will WES take or threaten any adverse action or discriminate against our Partners for reporting wrongdoing in good faith. WES does not tolerate retaliation in any way against Partners for reporting concerns. In fact, retaliation by any WES employee will result in disciplinary action against the employee, up to and including termination of employment and may result in criminal prosecution.

# EMPLOYMENT PRACTICES AND HUMAN RIGHTS

Strong relationships start with people. Hence, WES is committed to providing a safe, healthy, and diverse work environment.

## Equal Employment and Diversity

WES is proud of our commitment to diversity in recruiting, hiring, developing, compensating, and promoting employees and believes that our Partners should share this pledge.

Partners should make employment decisions without regard to sex, race, color, religion, national origin, citizenship, age, disability, marital or veteran status, sexual orientation, gender identity or expression, pregnancy, genetic information, or any other legally protected categories. This includes providing reasonable accommodation for our employees' disabilities or religious beliefs and practices.

## Harassment and Violence-Free Workplace

WES insists on an environment free of harassment in any form. Harassment can take many forms, all of them unacceptable, including verbal, physical or sexual harassment – none of which will be tolerated. Employees of our Partners that feel they are being harassed in any way while working with WES should report such harassment immediately.

Examples of inappropriate conduct include:

- Jokes, insults or threats about race, color, religion, national origin, citizenship, age, disability, marital or veteran status, sexual orientation, or any other legally protected categories;
- Unwelcome sexual advances, requests for sexual favors, and other unwelcome verbal or physical conduct of a sexual nature, or the display of sexually suggestive objects or pictures; or
- Verbal or physical conduct that creates a fearful or hostile work environment.

A safe and secure work environment means a workplace free from violence. WES strives to foster an environment where all persons feel safe and secure. WES will not tolerate any of the following:

- Threatening or intimidating behavior;
- Assaults or violence of any kind; or
- Firearms, explosives, or weapons of any kind.

Any acts or threats of violence towards another person or WES property should be reported immediately.

## Drugs and Alcohol

WES is a drug-free work environment and persons on WES property are prohibited from being under the influence of, using, or possessing alcohol or illegal drugs. Drug and alcohol testing may be performed in accordance with WES's Partner contracts and applicable law.

## Human Rights

Partners must conduct their activities in a manner that respects human rights including ensuring:

- No use of child labor or corporal punishment or disciplinary practices;
- No use of forced, prison, or compulsory labor;
- A safe, secure, and healthy workplace and not tolerating discrimination, harassment, or retaliation; and
- Compliance with all applicable laws and regulations on working hours, providing wages and benefits that meet or exceed the national legal standards.

# HEALTH, SAFETY AND THE ENVIRONMENT

WES will not compromise health or safety in the workplace. WES expects our Partners to understand the health and safety issues that impact our responsibilities in a manner consistent with WES's health and safety requirements. Partners must also take necessary precautions to prevent accidents or injuries, as well as to report any unsafe practices or conditions. Any threat to the safety of a person, WES worksite, or the community near our operations must be reported immediately.

WES also expects that our Partners will look for continue ways to improve their performance and protect the environment, including:

- Using energy and natural resources efficiently;
- Continually look for ways to minimize waste, emissions, and discharge of their operations, products and services;
- Respecting neighbors and contributing to the societies in which they operate;
- Managing the social impacts of their activities carefully and enhancing the benefits to local communities; and
- Recognizing that regular dialogue and engagement with stakeholders is essential and listening and responding to employees, business partners and local communities.

# REPORTING

Partners must report any known or suspected violations of law, any WES policy, or this Partner Code of Conduct, including a situation where Partners are requested to take any action that would be a violation.

Partners are encouraged to contact any of the following for questions, advice, or reporting a concern:

- Your WES representative (including supply chain representative);
- The WES Ethics & Compliance Department via email: [Compliance@WesternMidstream.com](mailto:Compliance@WesternMidstream.com); or
- WES Compliance Hotline (global) at 1.844.916.2773, or report online at [www.westernmidstream.ethicspoint.com](http://www.westernmidstream.ethicspoint.com).

The WES Compliance Hotline is designed to allow for anonymous reporting and is maintained by a leading independent third-party reporting service and is available 24 hours a day, 7 days a week. If a report is made anonymously, WES will not know or attempt to discover the identity of the reporter; however, such identity may become known unintentionally during an investigation.

[www.WesternMidstream.com](http://www.WesternMidstream.com)

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