



Supplier Code of Conduct

At Kinder Morgan, we are committed to doing business the right way, every day. We expect our consultants, contractors, suppliers, vendors and business partners (herein referred to as “suppliers”) to adhere to standards of conduct consistent with our [Code of Business Conduct and Ethics](#), and our core values of:

- integrity,
- accountability,
- safety, and
- excellence.

We expect our suppliers to conduct their activities in a way that respects human rights and treats their workforce with dignity and respect. We expect our suppliers to adhere to the [Kinder Morgan Human Rights Statement](#) and [Conflict Minerals Policy](#).

Kinder Morgan suppliers must conduct their employment practices in accordance with all applicable laws, rules, and regulations and in compliance with Kinder Morgan requirements, which may exceed legal requirements.

We expect our suppliers to adhere to the following:

Environmental, Health and Safety

- Pursue the goal of not harming people, protecting the environment, using material, natural resources and energy efficiently and promoting best practices.
- Operate in a safe, compliant, efficient and environmentally sound manner and comply with all health, safety, security and environmental laws, rules and regulations.

Freedom of Association and Collective Bargaining

- Respect the rights of workers to join associations for the purpose of collective bargaining.
- Permit workers to openly communicate and share grievances with management about working conditions without fear of reprisal or harassment.

Forced Labor

- Work must be voluntary, and workers shall be free to leave work or terminate their employment.
- Prohibit human trafficking or any form of slave, forced, bonded, indentured, or prison labor.
- Do not engage in child labor, directly or indirectly.



Living Wages and Remuneration

- Comply with applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Compensation and benefits for employees should be fair and competitive.
- Prohibit requiring workforce to work beyond daily and weekly work hour limits.

Working Conditions

- Treat members of the workforce with respect and do not tolerate corporal punishment, threatening, harassing, intimidating conduct, or other forms of physical coercion or harassment.

Transacting Business

- Conduct business in a transparent, ethical and responsible manner. Suppliers are expected to work with us to resolve disputes timely and equitably. Suppliers are expected to provide goods and services in a satisfactory manner, which meet Kinder Morgan requirements.

Anti-Corruption

- Prohibit corrupt practices in any form or in any place.
- Do not solicit or accept, offer or give money or anything of value, from any other party, or to any government or foreign official, for the purpose of obtaining or retaining business, obtaining favorable treatment, or influencing any business or governmental action.
- Payments to government officials to facilitate or expedite routine government action are prohibited.
- Maintain proper books and records and internal controls to ensure that all transactions are accurately reflected on the general ledger.

Our employees and suppliers are expected and encouraged to report to their supervisors, authorized company representative, or our Ethics Hotline any actual or potential non-compliance with requirements, hazards, opportunities for improvement, and ethics concerns.

While Kinder Morgan suppliers are expected to self-monitor and demonstrate their compliance with this Supplier Code of Conduct, Kinder Morgan reserves the right to audit suppliers to confirm compliance.

We encourage our suppliers to communicate these expectations, or those set forth by a similar standard or policy, throughout their own business operations and supply chain.