HUMAN RIGHTS POLICY

This Human Rights Policy (“Policy”) applies to Valero Energy Corporation and its majority-owned and controlled subsidiaries (collectively, “Valero” or the “Company”), and to all employees, officers and directors of Valero. Respecting human rights is a fundamental value to Valero. Valero 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.

Key policies and commitments that reflect our intent regarding human rights include:

- Valero’s Code of Business Conduct and Ethics.
- Valero’s Health, Safety, and Environmental Policy.
- Valero’s compliance with all applicable laws and regulations concerning Anti-Slavery, Human Trafficking, and Child Labor.
- Valero’s focus on diversity and equity in all aspects of employment, recruitment, hiring, development, compensation, and advancement.
- Valero’s policies, procedures, systems, and training to provide an inclusive work environment and to prohibit all forms of discrimination or harassment in the workplace based on race, ethnicity, religion, sex, sexual orientation, disability, gender identification, age or any other status protected under applicable law.
- Valero’s goal of being a good corporate citizen within all the communities in which its operations are conducted.
- Valero’s promotion of transparency within its supply chains and compliance with all applicable laws and regulations related thereto.
- Valero’s respect of its employees’ right to join, or not to join, a labor union, and Valero’s commitment to bargain in good faith with all legally recognized labor unions.
- Valero’s compliance with applicable laws regarding labor and employment, including laws regarding wages and benefits in the jurisdictions in which we operate.
Reporting and Investigation of Alleged Violations

All persons subject to this Policy are encouraged to report any violations of this Policy, without fear of retaliation or dismissal, directly to management, or through Valero’s business abuse hotline (the “Network”), a confidential hotline reporting system. The Network is available toll-free, 24 hours a day, 7 days a week, and callers to The Network may remain anonymous if preferred. Callers in the U.S. and Canada can reach The Network by calling 1-855-219-2495. To call The Network from within Ireland, the United Kingdom, Mexico, or Peru, callers should follow these instructions:

Initiate access using the following numbers:
- 1-800-550-000 for Ireland
- 0-800-89-0011 for United Kingdom (British Telecom)
- 0-500-89-0011 for United Kingdom (cable and wireless)
- 01-800-288-2872 for Mexico (English)
- 001-800-658-5454 for Mexico (Spanish)
- 0-800-50-000 for Peru (Spanish)
- 0-800-50-288 for Peru (English/Spanish)

Based upon the access code used, the caller will be met with the respective language (English, French, or Spanish). Persons in any country may submit confidential reports online to The Network at the following site: ReportBusinessAbuse.valero.com.

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Policy Owner: Office of the General Counsel