



<b>Procedure Name</b>	Compliance with HSSE Laws/Regulations
<b>Governing Policy</b>	Our Environment
<b>Governing Standard</b>	Health and Environmental
<b>Document Number</b>	E1-1-0
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## 1. Purpose

To achieve the objectives and purposes set out in the **Health and Environmental Standard** and **Our Environment Policy**, the following rules and guidelines apply to assignment of responsibilities for the overall coordination and confirmation of implementing and administering the Company's Health, Safety, Security, and Environmental Commitment.

## 2. Scope

This Procedure and any related standards and guidelines apply to:

- Murphy USA Inc. and its subsidiary companies ("The Company", "We", or "Us"); and
- All Company employees, contractors, consultants, temporary workers, and other workers.

## 3. General

The Company is committed to complying with environmental laws and regulations and promoting a safe and clean environment for its employees and the community. The Company has adopted a Health, Safety, Security, and Environmental Commitment (HSSE Commitment, Attachment I). Pursuant to the HSSE Commitment, the Company will comply with all applicable HSSE laws, legislation, agreements, and regulations in the communities where the Company operates and implement responsible controls where such laws, legislation, and regulations do not exist. Further, the Company will achieve continuous HSSE improvement and compliance by setting targets, auditing assets and business practices, reviewing results, and reporting on performance. This Procedure assigns responsibilities and issues directives to ensure proper coordination and implementation of the Company's HSSE Commitment.

## 4. Responsibility

**4.1 Senior Director HSSE.** The Senior Director HSSE should remain informed concerning the applicable federal, state, and local health, safety, security, and environmental laws; regulations; agreements; and legislation

affecting the Company. Such person must also keep the operating departments informed of these laws, regulations, and agreements. He or she is to act as the technical interpreter of the requirements of those laws, regulations, and agreements, and when necessary, will assist the Legal Department in determining the legal implications of said laws, regulations, and agreements. He or she is to work with the operating companies to establish programs which will ensure compliance with those laws, regulations, and agreements and aid in handling complaints and charges of noncompliance when necessary.

**4.2.1 Field Staff and Home Office Staff.** Field staff and Home Office staff are required to operate and maintain Company facilities in conformity with all applicable environmental laws, regulations, and agreements. Compliance is to be maintained without regard to the degree of enforcement. Avoidable delays in achieving full compliance must not be allowed to occur. Citations or notices of violation, received at facilities will be brought to the attention of facility management who will review the situation and promptly alert the Senior Director HSSE and the General Counsel, or in his absence, the Associate General Counsel. In coordination with the Senior Director HSSE and legal counsel, facility management will promptly attempt to correct the cause and prevent its recurrence, and resolve the matter with the issuing regulatory agency.

**4.2.2 Exceptions.** If a Company facility finds that it is unable to conform to a particular regulation or interpretation, it should notify the Senior Director HSSE who will work with the regulatory agency to find an acceptable solution. No regulation is to be ignored.

**4.2.3 Questions or Interpretations.** Questions concerning the interpretation of laws, regulations, and agreements should be reviewed by the Legal Department in consultation with the Senior Director HSSE.

## **5. Directives**

**5.1 Training Programs.** The Company has a training program which communicates the Company's HSSE Commitment and its commitment to safety to all of its employees, and contractors, consultants, temporary workers, and other workers as necessary. The Senior Director HSSE is responsible for establishing guidelines for said programs and the materials to be used for training. It is necessary for employees and certain other contractors, consultants, temporary workers, and other workers to understand the health, safety, security, and environmental laws, regulations, and agreements specific to their work areas, and their responsibility for reporting problems to their Supervisor and other appropriate parties.

**5.2 Inspection of Company Facilities.** There will be full cooperation with health, safety, security, and environmental regulatory agencies in the performance of their responsibilities. This includes allowing duly authorized government inspectors and private contractors, engaged by government agencies, to inspect Company facilities and supplying them with requested information.

**5.3 Compliance Review Programs.** The Senior Director HSSE, will establish compliance review programs to monitor compliance efforts.

## **6. Periodic Review**

This Procedure will be reviewed periodically by the PSP Committee to ensure consistency with the expectations set out in the governing Policy and Standard.

## **7. Maintenance, Revision, and Exceptions**

It is expected that occasional changes will be made to account for changes in legal, regulatory, or operational demands. Therefore, this Procedure may be amended, modified, suspended, or discontinued at any time with or without prior notice. The Legal Department, PSP Committee, or the HSSE Department may initiate a review of the elements within the Procedure to ensure an appropriate fit to the organization and adjustment to those changing needs.

The PSP Committee will have review and approval authority over changes and exceptions to our Policies, Standards and Procedures and will submit such changes or exceptions to the Senior Vice President and General Counsel, President and CEO, and/or the Board of Directors, as appropriate, for final approval.

## ATTACHMENT I

# MURPHY USA INC. HEALTH, SAFETY, SECURITY, AND ENVIRONMENTAL COMMITMENT

## Health, Safety, Security, and Environmental Commitment

### COMMITMENT

It is the commitment of Murphy USA Inc. (Murphy USA) to conduct its business in a manner that provides a safe place for our employees, customers, community neighbors, and business partners. We will comply with all applicable safety and environmental laws and regulations as we conduct our business. Our success is founded on outstanding health, safety, security, and environmental performance which helps us achieve operational excellence and positive financial results.

### HEALTH, SAFETY, SECURITY, AND ENVIRONMENTAL (HSSE) GUIDING PRINCIPLES

- 1) We will demonstrate our dedication to this HSSE Commitment through visible and active leadership of its principles in all of our business functions. We will communicate our expectations and provide the resources necessary to ensure acceptable performance throughout our organization.
- 2) We will cause each of our employees and the employees of our business partners to work safely and take personal responsibility for the safety of ourselves, our customers, and our community neighbors.
- 3) We will comply with all applicable HSSE laws and regulations in the communities where we conduct our business. We will implement responsible management systems to ensure acceptable performance.
- 4) We will educate our employees and the employees of our business partners of our HSSE requirements and performance expectations. We will utilize their skills to maintain a safe environment for ourselves, our customers, and our community neighbors.
- 5) We will understand the HSSE hazards of our operations and take reasonable and practical precautions to minimize or eliminate these risks.
- 6) We will effectively respond to HSSE incidents and take appropriate corrective action. We will report any HSSE incidents in a timely manner and communicate our performance.
- 7) We will monitor the impact of our operations on our community neighbors and their environment. We will endeavor to make reasonable use of natural resources.
- 8) We will listen to our stakeholders and maintain our HSSE management systems to ensure effective approaches for safety and environmental protection.
- 9) We will achieve continuous HSSE improvement by setting performance targets, evaluating our assets and business practices, and communicating our performance.
- 10) We will implement HSSE management systems to achieve the objectives outlined in this Commitment.

By adopting this HSSE Commitment and set of principles, Murphy USA demonstrates its commitment to conduct business in a manner that protects human health and the environment.



Andrew Clyde, President and Chief Executive Officer



**MURPHY USA**