



## **PBF Energy Inc. Human Rights Policy**

### **1. Purpose**

This Human Right Policy (this “Policy”) sets forth the commitment of PBF Energy Inc. and its subsidiaries (“PBF” or “PBF Energy”) to respecting and promoting human rights in all areas of our organization and all aspects of our operations. Upholding and respecting fundamental human rights is rooted in the core of PBF’s culture. We recognize the dignity, intrinsic value, and worth of every individual, and strive to adhere to the principles of the Universal Declaration of Human Rights ensuring a positive impact on our stakeholders and the communities we serve.

### **2. Scope of Policy**

This Policy is applicable to all PBF employees, contractors, suppliers, and business partners across all locations and business activities.

### **3. Employee Responsibilities**

All employees must:

- Comply with and understand how this Policy applies to their job functions and responsibilities.
- Seek guidance from their department supervisor or the Human Resources Department if uncertain about Human Rights compliance.
- Complete all assigned training related to this Policy.
- Report any current or potential violations of this Policy.

The Human Resources Department oversees maintaining and upholding this Policy with the Senior Vice President, Human Resources serving as the Policy Administrator. As needed, other groups within PBF, such as the Procurement department, will assist in the administration of this policy with business partners.

If any local laws impose stricter standards on any mentioned standards within this Policy, those laws will supersede this Policy. The Human Resources Department must be notified of such instances for proper documentation and compliance tracking.

#### 4. Policy

PBF Energy is committed to:

- **Compliance with Human Rights Laws:** Adhering to all applicable laws and regulations prohibiting the use of slavery, human trafficking, and child labor, while actively preventing forced labor. PBF ensures that all private security personnel utilized at our facilities conduct themselves in a manner compliant with this Policy.
- **Diversity and Equity:** In accordance with applicable laws, managing all aspects of employment, recruitment, hiring, development, compensation, and advancement without regard to race, ethnicity, religion, gender, sexual orientation, disability, age, or any other legally protected status. PBF supports and upholds the rights of all people, including, but not limited to, women, minorities, indigenous peoples and other underrepresented groups. Training will be provided on an ongoing basis for the entire workforce to ensure awareness, importance, and understanding of diversity and equity issues.
- **Inclusion and Non-Discrimination:** In accordance with applicable laws, creating an inclusive work environment by strictly prohibiting all forms of discrimination and harassment based on race, ethnicity, religion, gender, sexual orientation, disability, age, or any other legally protected status. Equal opportunity for success will be available to all employees in accordance with applicable laws.
- **Freedom of Association:** Supporting the fundamental right of all employees to freely associate in, organize, or join unions or similar labor organization of their choice. PBF Energy recognizes that freedom of association is essential towards open communication and workplace democracy.
- **Union Rights and Collective Bargaining:** Respecting the inherent right of employees to freely choose whether to join a labor union alongside engaging in good faith collective bargaining
- **Fair Wages and Safe Work Environment:** Paying all employees a fair, living wage and maintaining a safe, healthy, and secure workplace.
- **Local Stakeholder Engagement:** Actively engaging with stakeholders, including local communities, community leaders, indigenous peoples and other interested parties to ensure open and transparent communication. PBF is committed to respecting the rights of indigenous peoples and ensuring early and proactive consultation with all relevant parties.
- **Supply Chain Transparency:** Ensuring transparency in our supply chains and requiring compliance with relevant laws regarding labor standards, human rights, minimum age requirement for work, and modern slavery by our suppliers and contractors.
- **Open Communication:** Maintaining accessible channels for external stakeholders and the surrounding local communities to allow inquiries or reports about issues, including but not limited to, related to human rights, concerns of indigenous peoples, and potential violations of law. All concerns raised will be investigated promptly and addressed to the extent corroborated.

## **5. Violations and Disciplinary Actions**

PBF Energy will take all necessary measures to investigate and address any known breach of this Policy. Should the investigation confirm a violation, appropriate actions will be taken, which may include mandatory training, formal warnings, termination of employment, or the termination of any business relationship.

Employees should report violations of laws, rules, regulations or this Policy to appropriate personnel and/or to our third-party Ethics Hotline provider at 1-877-350-0128 or online at [pbfenergy.ethicspoint.com](http://pbfenergy.ethicspoint.com). Reports to the Ethics Hotline may be made anonymously but anonymous reports may be more difficult for the Company to investigate and resolve. To encourage employees to report all such violations, we will not tolerate retaliation for reports made in good faith by any employee of the Company. Retaliation or retribution against any employee for the reporting in good faith of violations of laws, rules, regulations or this Policy is cause for appropriate discipline, including termination of employment.