



**HESS MIDSTREAM LP**  
1501 McKinney Street  
Houston, TX 77010

---

**John A. Gatling**  
President and Chief Operating Officer  
(713) 534-7853  
jgatling@hess.com

January 7, 2022

Hess Midstream LP is committed to protecting the health and safety of our workforce and neighbors, safeguarding the environment, creating a sustainable positive impact in communities where we do business and respecting all human rights where we operate.

Attached as numbered annexes hereto are the following Hess Corporation policies in effect at Hess Corporation as of the date written above (together the "Hess Corporation Policies"):

- Environment, Health and Safety Policy (Annex I)
- Corporate Social Responsibility Policy (Annex II)
- Human Rights Policy (Annex III)

Hess Midstream GP LLC, general partner for Hess Midstream LP (together "Hess Midstream"), adopts and is committed to adhering to the Hess Corporation Policies to the extent the commitments, standards, and principles contained therein are applicable to the scope of its business. The Hess Corporation Policies, as may be amended hereafter, shall continue in effect until such time Hess Midstream, at its discretion, issues policies intended to modify or supersede the Hess Corporation Policies.

  
\_\_\_\_\_  
John A. Gatling  
President and Chief Operating Officer

## ANNEX I

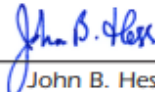
### Hess Corporation Environment, Health and Safety Policy

# HESS CORPORATION

## **ENVIRONMENT, HEALTH AND SAFETY POLICY**

HESS CORPORATION AND ITS SUBSIDIARIES RECOGNIZE THAT EXCELLENCE IN ENVIRONMENTAL, HEALTH, AND SAFETY PERFORMANCE IS AN ESSENTIAL PART OF OUR GOAL TO BECOME THE LEADING GLOBAL INDEPENDENT ENERGY COMPANY. TO ACCOMPLISH THIS, WE WILL:

- IDENTIFY, ASSESS AND MANAGE THE ENVIRONMENTAL, HEALTH AND SAFETY RISKS AND IMPACTS OF OUR EXISTING AND PLANNED OPERATIONS.
- SET OBJECTIVES AND TARGETS THAT RESULT IN CONTINUOUS IMPROVEMENT OF OUR ENVIRONMENTAL, HEALTH AND SAFETY PERFORMANCE.
- PROVIDE THE LEADERSHIP AND RESOURCES THAT WILL ENABLE OUR WORKFORCE TO MEET IMPROVEMENT OBJECTIVES AND TARGETS.
- REQUIRE EVERY EMPLOYEE TO TAKE PERSONAL RESPONSIBILITY TOWARDS MEETING ENVIRONMENTAL, HEALTH AND SAFETY OBJECTIVES.
- INCLUDE ENVIRONMENTAL, HEALTH AND SAFETY PERFORMANCE WHEN EVALUATING MANAGERS, EMPLOYEES AND CONTRACTORS FOR COMPENSATION, REWARDS, AND RECOGNITION.
- COMPLY WITH APPLICABLE ENVIRONMENTAL, HEALTH AND SAFETY LAWS AND REGULATIONS.
- RECOGNIZE THAT NO TASK IS SO IMPORTANT THAT IT BE PERFORMED AT THE RISK OF HEALTH AND SAFETY.
- PROVIDE INTERNAL STANDARDS FOR OUR MANAGERS AND EMPLOYEES WHERE CONTROLLING LAWS AND REGULATIONS DO NOT EXIST OR ARE CONSIDERED INSUFFICIENT.
- COMMUNICATE REGULARLY WITH THE COMMUNITIES WHERE WE OPERATE TO DEVELOP AND MAINTAIN A MUTUAL UNDERSTANDING OF GOALS AND EXPECTATIONS.
- PROMOTE THE CONSERVATION OF ENERGY AND NATURAL RESOURCES AND REDUCE WASTE.
- ROUTINELY MONITOR, ASSESS AND REPORT ON THE COMPANY'S ENVIRONMENTAL, HEALTH AND SAFETY PERFORMANCE AND ON OUR CONFORMITY WITH THIS POLICY.



John B. Hess  
Chief Executive Officer



## ANNEX II

### Hess Corporation Social Responsibility Policy



**Social Responsibility** is one of Hess Corporation's six core Values.

*We are committed to meeting the highest standards of corporate citizenship by protecting the health and safety of our employees, by safeguarding the environment and by creating a long-lasting positive impact on the communities where we do business.*

### **Corporate Social Responsibility Policy**

We believe that our strong commitment to the highest standards of corporate citizenship and sustainability strengthens our business, our workforce and the communities where we operate. Social Responsibility is integral to the way we conduct business.

#### **Our Ethics**

- We conduct our business to the highest standards of business and personal integrity as detailed in our Code of Business Conduct and Ethics.
- We respect the law in countries where we operate.
- We are committed to transparency and good governance. We believe in fair and honest competition, and endorse and participate in efforts such as the Extractive Industries Transparency Initiative (EITI), which are designed to combat corruption and promote the rule of law.
- We endorse and respect the Universal Declaration of Human Rights (UDHR).
- We endorse and implement international voluntary initiatives designed to protect the environment and human rights, including the United Nations Global Compact and the Voluntary Principles on Security and Human Rights.
- We provide training for employees to comply with our voluntary commitments, Code of Business Conduct and Ethics, Human Rights and related policies.
- We expect our contractors and suppliers to respect our Code of Business Conduct and Ethics and related policies, or to adopt equivalent standards, and to train their employees accordingly.

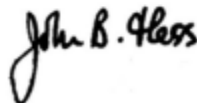
## Our Communities

- We conduct Environmental and Social Impact Assessments to identify and understand the potential social, cultural and environmental impact of operations prior to making major investments.
- We identify and assess our contributions to social and cultural changes in the areas where we operate and develop appropriate strategies to respect the rights and cultures of local communities.
- We collaborate with host governments, civil society, businesses and other stakeholders to make lasting contributions to social development, especially in the areas of education and health.
- We are committed to respecting all human rights where we operate.
- We seek to minimize any negative environmental, health and safety impact on our host communities as a result of our operations.

## Our People

- We support the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.
- We do not permit the employment of under-age children in our workforce or the use of forced or compulsory labor in any of our global operations.
- We are committed to diversity and provide equal employment opportunities to all employees and job applicants regardless of race, color, sex, age, sexual orientation, creed, national origin or disability.
- We do not tolerate any form of workplace harassment including sexual harassment of an employee or employment candidate.
- We recognize and respect our employees' right to join associations and choose representative organizations for the purpose of engaging in collective bargaining in a manner that is consistent with applicable laws, rules, regulations and local customs.
- We are committed to providing challenging and rewarding career opportunities to ensure that we have a skilled, capable and energized workforce.
- We provide learning opportunities for employees to maximize their potential and ensure that the company achieves its business objectives.
- The health and safety of our employees and neighbors is of paramount concern. Our Environment, Health and Safety Policy addresses these areas in greater detail.

The Company routinely monitors, assesses and reports on our conformity with this policy. We require all employees to comply with this policy and related directives and policies. We are working to ensure that our contractors and suppliers respect this policy.



John B. Hess  
Chief Executive Officer

**ANNEX III**  
**Hess Corporation Human Rights Policy**



**Human Rights Policy**

Hess Corporation is committed to protecting the health and safety of our employees and neighbors, safeguarding the environment, creating a sustainable positive impact in our host communities and respecting all human rights where we operate.

While governments have the principal role in protecting human rights, we believe that our company can and should respect and advance human rights in our sphere of influence. We recognize that we often operate in politically challenging and complex environments. We believe that this also presents us with an opportunity to make positive and lasting contributions in the areas of governance, transparency, respect for the rule of law and social and economic development.

Hess has endorsed and participates in international voluntary initiatives designed to protect the environment, promote human rights and encourage financial transparency, including the United Nations Global Compact (UNGC), the Voluntary Principles on Security and Human Rights (VPs) and the Extractive Industries Transparency Initiative (EITI). We endorse and respect the Universal Declaration of Human Rights (UDHR) and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We provide training to employees, as appropriate, to enhance our compliance with these frameworks.

**Labor Practices**

We do not permit the employment of under-age children in our workforce or the use of forced or compulsory labor in any of our global operations.

We recognize and respect our employees' right to join associations and choose representative organizations for the purpose of engaging in collective bargaining in a manner that is consistent with applicable laws, rules, regulations and customs.

We are committed to diversity and provide equal employment opportunities to all employees and job applicants regardless of race, color, sex, age, sexual orientation, creed, national origin or disability.

We do not tolerate any form of workplace harassment, including sexual harassment of an employee or employment candidate.

**Security**

Providing security for our employees and operations presents special challenges in areas where the rule of law and human rights standards are weak. We utilize private security providers wherever possible. However, in some countries we cannot avoid working with local military or law enforcement with respect to personal and operational security. We strive to educate private and public security providers regarding our commitment to respecting human rights, including through proportionate use of force.

**Supply Chain**

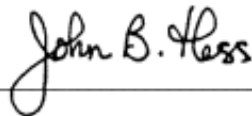
We are committed to a strong and diverse supplier network which supports our goal of making a positive contribution in the communities where we do business. We expect contractors and suppliers to respect our voluntary commitments, Code of Business Conduct and Ethics, and Environment, Health and Safety, Social Responsibility and related policies.

**Community Engagement and Social Development**

We recognize that our operations can create a significant economic and social impact. Where we operate, we actively engage with civil society, local communities and host governments to secure a social license to operate. Where appropriate, we support programs that make a lasting and positive impact on education, health and community development. Our approach to program design is to engage stakeholders early on to understand their priorities and involve them in program development, implementation and assessment.

We respect the rights of the communities where we operate, including indigenous peoples, and conduct appropriate due diligence. We believe that early, proactive stakeholder consultation is beneficial to both the company and the community and makes for high-impact, sustainable outcomes.

The Company routinely monitors, assesses and reports on our conformity with this policy. We require all employees to comply with this Policy and related directives and policies. We are working to ensure that our contractors and suppliers respect this policy.



---

John B. Hess  
Chief Executive Officer

*June 2010*