US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

Marathon Petroleum Corporation

Indicator	Finding - July 2025	Source	Source Link	Yes/no change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	MPC respects the human, cultural and legal rights of all individuals and communities, and promotes the goals and principles of the United Nations Universal Declaration of Human Rights. This commitment extends to the fair treatment and meaningful involvement of all people, including indigenous people, regardless of race, color, gender, gender identity, national origin, religion, sexual orientation or income level. [Policy] Policy and Governance: Our Human Rights Policy articulates our commitment to respecting human rights of our employees and members of the community, including Indigenous communities, throughout our operations. The Policy formalizes our commitment and gives definition to how we characterize human rights by setting forth specific risk areas that our various due diligence practices aim to address, for example, child labor, freedom of association and collective bargaining, harassment and discrimination, and security. This Policy aligns with international standards, including the United Nations Universal Declaration of Human Rights and the Voluntary Principles on Security and Human	POLICY ON HUMAN RIGHTS, INCLUDING THE RIGHTS OF INDIGENOUS PEOPLE 2024 Sustainability Report	https://www.marathonpetroleum.com/content/documents/Investors/Corporate_Governance/Human_Rights_Policy_MPC.pdf https://www.marathonpetroleum.com/content/documents/Responsibility/Sustainability_Report/2024_SustainabilityReport.pdf	No change	
Human rights policy - ILO Core Labor Standards	Child Labor: prohibition to use child labor. . . Freedom of Association and Collective Bargaining: recognize and respect employees' right to associate freely, bargain collectively and provide an opportunity to be heard on labor rights and other issues. And see above	POLICY ON HUMAN RIGHTS, INCLUDING THE RIGHTS OF INDIGENOUS PEOPLE	https://www.marathonpetroleum.com/content/documents/Investors/Corporate_Governance/Human_Rights_Policy_MPC.pdf	No change	
Forced labor & prison labor	...prohibit the use or support of human trafficking, slave labor or prison labor.	POLICY ON HUMAN RIGHTS, INCLUDING THE RIGHTS OF INDIGENOUS PEOPLE	https://www.marathonpetroleum.com/content/documents/Investors/Corporate_Governance/Human_Rights_Policy_MPC.pdf	No change	
Human rights defenders & civic space	No evidence				
Gender equality and women's empowerment	At MPC, we promote respect for and among our employees. We recognize that when employees feel valued, it shows in their performance. We look to create opportunities for employees to connect in meaningful ways in order to create the welcoming community we know is so important. Our employee networks, for example, are one way we support this goal by offering voluntary opportunities for employees to connect with others. Any employee may elect to join any of the seven groups — focusing on Asian, Black, Disability, Hispanic, LGBTQ+, Veterans and Women. [2024 Sustainability Report] Discriminating against any employee or person with whom we do business on the basis of race, color, religion, creed, sex, sexual orientation, gender identity, gender expression, age, mental or physical disability, medical condition or AIDS/HIV status, ancestry, national origin, genetic information,	2024 Sustainability Report, pg 27 Code of Business Coduct, pg 9	https://www.marathonpetroleum.com/content/documents/Responsibility/Sustainability_Report/2024_SustainabilityReport.pdf https://www.marathonpetroleum.com/content/documents/Investors/Corporate_Governance/Policies/MPC_Code_of_Business_Conduct.pdf	No change	
Indigenous Peoples	See Human rights policy - UNGPs				
Natural resources					
Conflict minerals	Suppliers will not knowingly supply any products containing conflict minerals to MPC without disclosing the same. Conflict minerals consist of tin, tantalum, tungsten and gold sourced from the Democratic Republic of Congo or an adjoining country.	Supplier Code of Conduct	https://www.mpcsupplierrelations.com/content/documents/supply_chain/MPC_Supplier_Code_of_Conduct.pdf	No change	
Land rights	No evidence			No change	
Free, Prior, and Informed Consent (FPIC)	No evidence			No change	
Living wage					
Living wage, own operations	No evidence			No change	
Living wage in supply chain	No evidence			No change	
Human rights due diligence and supply chain					

Process for assessing human rights risks and impacts	Risk Assessments and Monitoring: We conduct assessments, as needed, to identify potential human rights impacts associated with certain aspects of our operations. These assessments take a risk-based approach to help us understand the human rights landscape in the regions where we operate. This may include considerations as part of our responsible sourcing strategy for specific commodities, the practices of our critical suppliers or considerations pertaining to a significant investment or major project. We work to mitigate impacts from projects and operations responsibly and strive to contribute to the communities in which we operate. Additionally, we monitor our human rights performance and evaluate the performance of certain suppliers through regular reviews. If a controversy is found, we monitor the situation and may engage to learn more and inquire about what remediation is occurring.	2024 Sustainability Report, pg 38	https://www.marathonpetroleum.com/content/documents/Responsibility/Sustainability_Report/2024_SustainabilityReport.pdf	No change
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	No evidence			No change
Affected stakeholder engagement	At MPC, our approach to stakeholder engagement is guided by our commitment to creating shared value with our many stakeholders including the communities where we operate. Building strong relationships and maintaining open dialogue within communities allows us to maximize our positive impacts. . . Our engagement programs promote regular communications with our local stakeholders, assess outcomes and provide opportunities for stakeholders to share their concerns. [Webpage] Stakeholder Engagement: We engage with local communities and tribes, employees, suppliers and investors to understand their human rights concerns and perspectives pertaining to our company and/or sector. This helps us identify potential areas of risk and develop appropriate mitigation strategies...Our Tribal Affairs Working Group supports our internal teams with a proactive approach to building relationships with tribes and pueblos within our operational footprint, which begins with	Webpage - Stakeholder Engagement 2024 Sustainability Report, pg 38	https://www.marathonpetroleum.com/Sustainability/Stakeholder-Engagement/ https://www.marathonpetroleum.com/content/documents/Responsibility/Sustainability_Report/2024_SustainabilityReport.pdf	No change
Human rights requirements in supplier code/requirements	Treating each other with dignity, respect and fairness is the foundation of good business conduct. Suppliers will respect the human, cultural and legal rights of all individuals and communities and promote the goals and principles of the United Nations Declaration of Human Rights. This commitment will extend to the fair treatment and meaningful involvement of all people, including indigenous people, regardless of race, color, sex, national origin or any other status protected by law. MPC expects its Suppliers to likewise respect human rights and remediate human rights impacts in their respective activities. Suppliers are encouraged to do so by identifying risks, monitoring risks, reporting and remediating any violations that relate to the following:...	Supplier Code of Conduct	https://www.mpcsupplierrelations.com/content/documents/supply_chain/MPC_Supplier_Code_of_Conduct.pdf	No change
Access to remedy				
Grievance mechanism for own employees	Grievance Mechanisms: We have established grievance mechanisms that allow for reporting of human rights concerns by employees, community members and others. Channels for raising concerns may include Community Advisory Panels (CAPs), widely communicated and accessible community hotlines, direct community engagements, and our 24/7, toll-free Integrity Helpline. We then work to manage, respond to and resolve issues in a timely manner.	2024 Sustainability Report, pg 38	https://www.marathonpetroleum.com/content/documents/Responsibility/Sustainability_Report/2024_SustainabilityReport.pdf	No change
Grievane mechanism for workers - supply chain	See above			No change
Grievance mechanism for external individuals & communities	See above			No change
Governance and staffing				
Board and/or C-Suite-level oversight	Our Board of Directors receives periodic updates on ethics and compliance topics and, like our employees, its members certify yearly their adherence with the Code of Business Conduct, or disclose any exceptions.	2024 Sustainability Report, pg 38	https://www.marathonpetroleum.com/content/documents/Responsibility/Sustainability_Report/2024_SustainabilityReport.pdf	No change
Senior level responsibility for human rights	No evidence			No change
Reporting and transparency				
Human rights reporting (integrated or stand-alone)	Included in 2024 Sustainability Report	2024 Sustainability Report	https://www.marathonpetroleum.com/content/documents/Responsibility/Sustainability_Report/2024_SustainabilityReport.pdf	No change
Memberships				
RBA	No	RBA	https://www.responsiblebusiness.org/about/members/	No change
EITI	No	EITI	https://eiti.org/companies	No change
VPI	No	VPI	https://www.voluntaryprinciples.org/the-initiative/	No change
WEPs (signatory)	No	WEPs	https://www.weps.org/companies	No change

Lobbying and ethics				
Public statement or endorsement in support of mandatory human rights and environmental due diligence	No evidence			No change
Anti-bribery and anti-corruption policy	1. The Company prohibits bribery and corruption in any form. No employee will ever be disciplined for refusing to offer, promise, authorize, pay for or provide a bribe. Bribery and Corruption Prohibited 2. No employee may offer, promise, authorize, pay for or provide anything of value directly or through a third party to a customer, potential customer, vendor, business partner, FGO, NOC, U.S. Government Official or other third party for the purpose of obtaining or retaining business, gaining influence, or seeking any other improper advantage for the Company	ANTICORRUPTION	https://www.marathonpetroleum.com/content/documents/Investors/Corporate_Governance/Policies/ANTICORRUPTION_MPC.pdf	No change

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