



our commitment to

# sustainability excellence

## Environmental, Social & Governance Principles

Par Pacific is committed to conducting business in a safe and environmentally sensitive and protective manner that promotes sustainable environments and respects community values.

As an industry leader, our environmental, social and governance (ESG) performance is of paramount importance. Our actions and decisions are guided by a steadfast commitment to our values. A commitment to ESG principles is good for all – it benefits our shareholders, our employees, our customers and suppliers and our communities. This commitment is good business and good citizenship. We pledge to conduct our business and make decisions according to the following principles:

- We maintain the highest standards of business conduct and ethics by conducting our affairs in an honest and ethical manner with unyielding personal and corporate integrity at the foundation of our business.
- We adhere to our values and strive to continually improve our ESG systems and processes to enhance our performance.
- We demonstrate integrity and respect for others, especially our employees and contractors, by setting goals and objectives that enhance our commitment to a safe workplace.
- We protect the environment by minimizing the use of any substance that may cause environmental damage, reducing waste generation and disposing of all waste through safe and responsible methods.
- We communicate an unyielding expectation that our company and supply chain, including customers, suppliers, contractors and employees, promote strong ESG performance and hold those to uncompromising accountability for our expectation.
- We focus on sustainable actions that promote health, fair dealing and compliance throughout our business.
- We regularly report and improve our ESG progress while continuing to evaluate and improve our sustained ESG efforts.
- We are continuously developing frameworks and metrics that present our key ESG facts transparently.

**“We are guided by a steadfast commitment to our corporate values, especially integrity and respect for others. We will always be committed to the highest level of ESG performance while striving to create a sustainable environment and enhance the quality of life in our community.”**

**Robert Silberman,  
Chairman of the Board**