

**PURPOSE**

Targa Resources Corp., including all its subsidiaries (collectively “Targa”), strives to maintain a safe and healthy workplace and believes every employee shares the responsibility to maintain a safe and healthy workplace.

**POLICY**

All employees, contractors, vendors and others who are physically on the premises of Targa assets or property are required to follow all Targa safety rules and practices. These rules and practices are based on applicable Safety, Health and Environment (SHE) legal requirements, facility rules, and company standards based on documents maintained at their worksites or described in this and related policies.

This policy applies at all Targa facilities and property where Targa business is being conducted, or in any vehicle used for Targa purposes. Targa assets and property include all property and facilities owned, leased, controlled or managed by Targa, its affiliates and/or subsidiaries, including all work or office sites and parking lots. Targa assets and property also include all vehicles and equipment owned or leased by Targa, whether on or off a Targa plant, office or other work site.

Employees should immediately report accidents, injuries, and unsafe equipment, work practices, and conditions or other violations of Targa safety rules and practices to their supervisor or manager, the facility manager, or Targa management.

**COMPLIANCE WITH ALL APPLICABLE LAWS**

Targa will implement and enforce this policy in a manner that complies with all applicable federal, state, and local laws, rules, and regulations.

**INTERPRETATION OF POLICY**

Please contact Targa’s Human Resources Department for interpretations or assistance with this policy. If there are inconsistencies between any plan documents and this policy, the plan documents will control.

**AT-WILL EMPLOYMENT**

All Targa employees are employees-at-will and either Targa or the employee can terminate the employment relationship at any time, with or without notice, and without cause. Targa reserves the right to change or deviate from its published policy, practice, and procedure at any time without prior notice as circumstances or business needs dictate. This policy, practice, and/or procedure is a guideline only and does not create a legally binding document.

## **EXCEPTIONS**

Any exceptions to this policy require prior written approval from an Executive Officer of Targa.