
HUMAN RIGHTS POLICY

OVERVIEW

Respect for human rights is a fundamental value at Targa. We believe in treating people with dignity and respect and strive to create a safe and enjoyable workplace for all employees. Targa is dedicated to promoting positive environments that foster ethical attitudes that align with our policies, not just in the workplace, but also in the surrounding communities where we operate as well.

EQUAL EMPLOYMENT OPPORTUNITIES

We provide equal employment opportunities based on merit, experience, and other work-related criteria and without regard to race, color, ethnicity, religion, national origin, sex, age, pregnancy, disability, veteran status, or any other status protected by applicable law. We also strive to provide reasonable accommodation to employee's beliefs and practices that do not conflict with Targa's policies and applicable law. We value the unique contributions that every employee brings to their role with Targa. Targa prohibits discrimination, harassment, and bullying in any form - verbal, physical, or visual.

FREEDOMS AND CIVIL LIBERTIES

Targa is a United States based business and is committed to upholding the freedoms and civil liberties guaranteed by the United States Constitution. Targa is also committed to respecting human rights following international standards.

CHILD LABOR/FORCED LABOR

Targa expects all employees, third parties, contractors, and vendors to respect the human rights of all individuals including providing a work environment free from child labor, forced labor, workplace discrimination and harassment, or any other form of human exploitation.

HUMAN TRAFFICKING

Targa strictly prohibits human trafficking or exploitation of people in any form and requires all other businesses or contractors within our supply chain to adhere to the same standard. Targa is committed to providing a safe work environment for all employees free from human exploitation of any form.

ENFORCEMENT OF POLICY

Targa expects all employees to read and comply with this policy. Failure to do so may result in disciplinary action including termination of employment. Targa expects third parties (including joint venture partners, contractors, consultants, vendors, and suppliers) to act in a way that is consistent with our policy when conducting business with or for Targa.

REPORTING

Any violation of this policy from a Targa employee or a third party that does business with Targa should be immediately reported to proper management channels.

Any violations or concerns related to this policy may be reported through the Ethics and Compliance Hotline at 1-833-TELL-TRC (1-833-835-5872) or the [Ethics and Compliance Website](https://targaresources.ethicspoint.com) (<https://targaresources.ethicspoint.com>). Your concerns will be taken seriously and treated confidentially. Questions or concerns may be submitted anonymously. Please provide as much information as possible so we can conduct an effective investigation of the reported issue.

Targa takes all violations and concerns submitted through the Ethics and Compliance Hotline/Website seriously and will investigate thoroughly any potential human rights to the extent necessary. If any human rights issues are identified, Targa will take the necessary actions to condemn and correct the issue. Targa prohibits retaliation against anyone who reports or participates in any investigation of a possible violation of this policy. If you report and then believe you are being retaliated against, contact Human Resources or the Ethics and Compliance Hotline/Website.

Targa will protect any employee who raises a concern honestly. However, it is a violation of the Code of Conduct to knowingly make a false accusation, lie to investigators, interfere with, or refuse to cooperate in an investigation. Honest reporting does not mean that you must be right when you raise a concern. It means you must believe that the information you are providing is accurate.