



Enterprise

# CODE OF CONDUCT

**“The way we do business is as important as the business we do.”**

Dan L Duncan, Founder

**“If each of us focus on doing the best we can every day and conducting our business the right way, the company, our investors and our fellow employees all reap the benefits. I am counting on each of you to keep Enterprise a great company with high ethics and values.”**

Randa L. Duncan, Chairman of the Board

Enterprise Products  
Partners L.P.

NYSE: EPD

[enterpriseproducts.com](http://enterpriseproducts.com)



April 2024

## Code of Conduct

### Message from Jim Teague and Randy Fowler

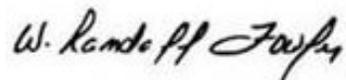
Operating with absolute integrity, exercising financial discipline and committing to a safe, injury free workplace are core values of the Enterprise Model. These beliefs are as integral to our company's success as having a premier midstream energy system and a well-executed business strategy. In support of Enterprise's values, the Code of Conduct provides the standards to follow in our business activities. Although the Code does not cover every situation, it indicates who to go to for guidance.

It is imperative that each of us commit to the highest ethical standards and demonstrate integrity in every business decision. Treat customers, suppliers, employees and others with respect and courtesy. The consequences of inappropriate, dishonest, unethical or illegal activities can be severe, not just from a financial, commercial or operational standpoint, but to the safety and well-being of our workforce, communities and environment. This type of behavior will not be tolerated. Maintaining open communication is critical so that serious concerns and potential issues can be brought forward and properly addressed.

Our employees care about each other, our customers and our investors. This attitude and the dedicated teamwork have produced an inspiring and innovative culture at Enterprise. It is why we are a leader in providing reliable midstream energy services and clean affordable fuels that improve the quality of life worldwide.



A.J. (Jim) Teague  
Co-Chief Executive Officer



W. Randall (Randy) Fowler  
Co-Chief Executive Officer



Our Collective Mission: Achieve extraordinary results through perseverance, hard work and collaboration.

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Contact the VP of Internal Audit with questions about the administration of this Code.

### Your Responsibilities “Doing What’s Right”

The Enterprise Code of Conduct (the “Code”) covers the business conduct standards that apply to employees and others who do business with Enterprise such as independent contractors and consultants. *All are expected to adhere to the Code and company policies, and comply with all applicable laws/regulations.* For those who do not comply, Enterprise may discipline and/or terminate employment or end working relationships and, if applicable, pursue prosecution by law enforcement.

If you know of a potential Code violation, you must inform your supervisor (if he or she is not involved in the allegation), Human Resources, Internal Audit or Legal. If you have knowledge of a potential violation and fail to report it, you may be subject to disciplinary action. *You may contact the Enterprise Confidential Hotline (the “Confidential Hotline”) at 1-844-693-4318.* The Confidential Hotline is available 24/7 and is used to report serious concerns. These reports are confidential and may be anonymous if preferred. Reports of misconduct are treated confidentially to the extent practical and legally permissible. For cases involving accounting, finance, or auditing, the law may require that necessary information be shared with the Audit and Conflicts Committee of Enterprise’s Board of Directors. When requested, employees are expected to cooperate fully in any Enterprise investigation while keeping the situation confidential.

Enterprise will not retaliate, and does not tolerate retaliation, against anyone for raising a good-faith concern. You should never make reckless, or knowingly false accusations.

Use good judgment when faced with business conduct decisions. Apply the Code, review company policies and discuss the situation with your supervisor. For additional guidance, contact Human Resources, Internal Audit or Legal.

### Additional Leadership Responsibilities

Enterprise leaders, up to the Board of Directors, have additional responsibilities and are expected to:

- Set the “tone at the top” by modeling exemplary and ethical business conduct
- Encourage and support others to do their best
- Listen and foster an environment of clear and open communication where individuals feel comfortable bringing their issues forward
- Provide guidance and necessary training opportunities
- Review transactions prepared by the individuals reporting to them
- Promote compliance with the Code, company policies and applicable laws and regulations



### Conflicts of Interest

A conflict of interest occurs when your personal interests interfere, or appear to interfere, with Enterprise's business interests. Avoid any situation that creates a real or perceived conflict of interest or otherwise impairs your ability to perform Enterprise work objectively and effectively.

You should not use your position at Enterprise to obtain favorable treatment for yourself, family members, or others with whom you have a significant or close personal relationship. This applies to investment opportunities, hiring, promoting, selecting contractors or suppliers, and any other business dealing that potentially conflicts or competes with Enterprise's best interest.

Discuss any perceived, actual or potential conflict of interest with your supervisor and disclose it to Human Resources, Legal or Internal Audit for guidance. Do not conduct business with family members or others with whom you have a significant or close personal relationship unless you obtain written advance approval from the Executive VP or above for your organization.

### Outside Employment or Business Ownership

To avoid conflicts of interest, full-time Enterprise employees are expected to notify their supervisor and Human Resources representative before deciding to take on outside employment (i.e., second job) or a business ownership.

In addition, any employee (full or part-time) who obtains additional outside employment, serves on the board of an outside company, or has an outside business must adhere to these restrictions:

- Do not participate in any outside activity that could have an adverse effect on your ability to perform your duties at Enterprise.
- Do not use Enterprise workspace, time, physical or intellectual assets, resources, proprietary and confidential information or any company services to benefit or support your other employer or outside business.
- Do not use your position at Enterprise to solicit work for your other employer or outside business, or to obtain favorable treatment from others.
- Do not participate in any other employment or outside business that hinders or competes with Enterprise's present or reasonably anticipated future business activities.
- Do not use Enterprise's name, logos, physical addresses, phone numbers, or e-mail account for your outside activities.



## Protecting Assets and Resources

Enterprise assets and resources are critical to our business success. Employees are expected to:

- Help safeguard our assets including but not limited to (1) product inventory, equipment, materials, vehicles, vessels, facilities and systems; (2) intellectual property (i.e., copyrights, trademarks, trade secrets and patents) and (3) proprietary information that is confidential such as customer lists, database rights, application design and coding rights, employee information, market research, commercial agreements, project data, business plans and non-public operational or financial data.
- Use assets and resources for company business in a safe, legal, ethical and efficient manner.
- Follow Supply Chain Management's policies/procedures for acquiring goods and services.
- Be alert and help prevent theft, damage, waste and misuse of assets and resources.
- Dispose of assets only with proper approval, supervision, and in compliance with company policies and applicable regulations.
- Secure company systems and data by adhering to our IT policies and cybersecurity program.
  - Sharing your Enterprise system log-in information with others is prohibited.
  - Immediately report any risk of data breaches or suspicious activity to IT Security.

Enterprise prohibits illegal, unauthorized or improper use of its assets and resources. Appropriate steps, including legal steps where necessary, will be taken to protect our assets and resources.

You are the first line of defense. Be alert and notify your supervisor about any concerns with protecting our assets and resources. If necessary, contact Corporate Security.



## Business Expense Accounts and Reimbursements

Employees are responsible for exercising good judgment when incurring business expenses on behalf of Enterprise. All necessary expenses must be justified, reasonable and in compliance with all applicable company policies, procedures and internal controls. *Personal expenses must not be charged to Enterprise.*

Business expenses and requests for reimbursement must be accompanied by the proper documentation including receipts and supporting information, properly account coded and submitted timely.

Managers and Supervisors are expected to monitor business-related spending in their departments and to review expense reimbursement requests thoroughly and timely to ensure that employees and contractors are complying with the applicable policies and procedures. Refer to the Expense Reimbursement Policy and the OneCard Program on the Enterprise Portal.

If you approve business expenses including employee requests for reimbursement, you are responsible for reviewing them for reasonableness, accuracy and adequate support.

## **Fraud**

Fraud is the act of intentionally misrepresenting or concealing facts that cause another party to act or not act based on the misrepresentation or concealment. Such acts include but are not limited to theft of assets and resources, regulatory corruption, and falsifying financial and/or operational information. Fraud compromises the integrity of our financial reporting system and the safety of our workforce, assets and communities. *Enterprise does not tolerate fraud.*

We are all responsible for understanding what constitutes fraud, avoiding participation in fraud, and reporting suspected fraud by contacting Internal Audit, Corporate Security or the 24/7 Confidential Hotline at 1-844-693-4318.

## **Harassment, Discrimination and Workplace Violence**

Enterprise encourages a creative, culturally diverse and supportive work environment. All individuals are to be treated with respect and dignity. *Any form of harassment is prohibited, including without limitation sexual harassment. Enterprise does not tolerate discrimination based on sex, race, color, national origin, disability, age, sexual orientation, marital status, religion, or any other characteristic protected by applicable laws.* In keeping with our safety commitment, *Enterprise does not tolerate workplace violence.*

These provisions apply to any situation or interaction where you represent Enterprise, whether you are on Enterprise property, in a public setting, or a private third-party setting (e.g., offsite meetings or events). If you feel that you have been harassed or discriminated against, or have witnessed such behavior, *immediately* report the situation to your supervisor (if he or she is not involved in the allegation) or contact Human Resources. You may also report this to the 24/7 Confidential Hotline at 1-844-693-4318. For workplace violence, immediately contact your supervisor, Corporate Security or Human Resources and, when essential, contact local law enforcement to prevent imminent harm.

Harassment can occur in various forms such as slurs, jokes, comments, emails, messages, pictures, gestures, intimidation and physical contact. This type of behavior is unacceptable.

Refer to the policies on the Enterprise Portal, including the Equal Employment Opportunity Policy, the Harassment Policy and the Workplace Violence Prevention Policy.

## **Workplace Relationships**

Personal relationships in the workplace may present an actual or perceived conflict of interest. An individual in the relationship may be in a position to make or influence employment decisions regarding the other. If you find yourself in such a relationship, notify your Human Resources representative for guidance on resolving any potential conflicts. An individual must not give preferential treatment to another person that conflicts with the best interest of Enterprise.

*Employees should not allow their personal relationships to disrupt the workplace or interfere with their work or judgment.* Furthermore, it is important to maintain proper internal controls and procedures to protect the integrity of hiring and promotion practices, and other business transactions. If you have questions or concerns, contact your Human Resources representative for guidance and also refer to the Employment of Relatives Policy on the Enterprise Portal.

## Substance Abuse

You are expected to perform work safely, to your full ability and free from any substance that could impair your judgment or job performance. *Enterprise prohibits in the workplace, the possession, use, sale, transfer, receipt or presence and/or being under the influence of prohibited, illegal or controlled substances, alcohol and any mind altering substances, or the illegal use or misuse of prescription or over-the-counter drugs and/or possession of substances-related paraphernalia.*

At work related events, you are expected to act professionally. If you are of legal age to drink alcoholic beverages, it must be in moderation to avoid intoxication. Operating an Enterprise vehicle by a driver under the influence is strictly prohibited. Never drink and drive.

Our Drug and Alcohol Policy, including its testing provisions, is applicable to all employees. Those performing safety sensitive functions are also subject to drug and alcohol testing as set by the Department of Transportation regulatory agencies.

Contact Human Resources with any questions regarding the Enterprise Drug and Alcohol Policy.

## Buying and Selling Enterprise Units

*Never buy/sell Enterprise units while you are in possession of information that is not publicly available and could have a substantial effect on the market price of the units.* Giving tips on when to buy or sell Enterprise units to others, including friends and family, while you are in possession of “material non-public information” violates Enterprise policy and may be illegal. Employees are also prohibited from investing in derivatives of Enterprise units including but not limited to trading in put or call options.

All Enterprise officers, directors and employees based in the Houston corporate offices are subject to blackout periods during which they are prohibited from trading in Enterprise units. If you are subject to these restrictions, you will be notified by the Legal Department through periodic e-mails and messages on the Enterprise Portal. *Even if you are not subject to blackout periods (closed trading window), you may never buy or sell units while in possession of “material non-public information.”*

Examples of potentially material information not yet released to the public include but are not limited to pre-released quarterly financial results, a significant acquisition or merger, a significant new project, proposed issuance of securities or debt, significant litigation, and a significant change in management or operations.

Review Enterprise’s Insider Trading Policy on the Enterprise Portal. Questions regarding buying and selling Enterprise units should be referred to the Legal Department.

## Personal Investments

Many Enterprise employees invest in publicly traded stocks or privately held businesses. It may be illegal for you to buy or sell these stocks if you receive material, non-public information related to those public or private investments, whether received in the course of business or otherwise. These personal investments may also give rise to a conflict of interest if you are involved in or attempt to influence

transactions between Enterprise and a business in which you are invested. If you believe that a real or perceived conflict of interest may arise in your situation, disclose the proposed investment to the Legal Department prior to engaging in the transaction. They will determine if a true conflict of interest exists and, if appropriate, the best approach to eliminate the conflict.

## Social Media

Using company systems to access social media is not permitted, except when it is required to perform your job duties or work assignments.

When using personal equipment or resources to access social media, the following applies:

- Do not use Enterprise's name or logo on social media pages or sites in a way that suggests you represent Enterprise or while engaging in conduct that violates company policy or that is otherwise unlawful.
- Do not claim to represent the company or claim to speak on its behalf, unless authorized by the VP of Public Relations.
- Do not post sensitive, proprietary, or confidential information pertaining to the company.
- Do not post obscene, intimidating or threatening messages, or make knowingly or recklessly false statements about Enterprise or its affiliates, employees and customers.

Refer to the Social Media Policy on the Enterprise Portal. Contact Human Resources with any questions or to report potential violations.

Use social media wisely, some readers may mistakenly view you as speaking for the company even though your activity is self-expression. Only authorized employees are allowed to speak for Enterprise in public forums including social media.

## Information and Communication

### Confidential Enterprise Information

One of Enterprise's most valuable assets is its confidential business information. *Never disclose confidential operational, financial, trade secret or other business information without verifying with your supervisor that such disclosure is appropriate.* Confidentiality of such information is a priority at Enterprise. Typically, disclosure is very limited, and such information may be shared with third parties *only after a nondisclosure agreement is in place and to the extent appropriate.* These agreements document the need to maintain the confidentiality of the information. Nondisclosure agreements must be forwarded to the Legal Department for review and execution. Even within Enterprise, confidential information should be shared only on a need-to-know basis.

The Employee Non-Disclosure Policy explains our responsibility to protect confidential company information while employed, and the confidentiality obligation continues after employment ends with Enterprise. Departing employees are required to return Enterprise's confidential information and materials. Contact the Legal Department with any questions.

To protect its trade secrets, Enterprise works actively to prevent unauthorized acquisition, disclosure or use of its confidential information. *Enterprise will take steps, including legal steps where necessary, to enforce the confidentiality of such information.*

## **Confidential Employee Information**

As part of your job, you may have access to personal information regarding other Enterprise employees or applicants. This includes employment history, personal identification and contact information, compensation, health information, or performance and disciplinary matters. *Such information is confidential and must be shared only with those who are authorized and have a business need to know.* It should not be shared outside of Enterprise unless there are legal or business reasons, which have been verified by the Legal Department or Human Resources.

## **Providing Accurate Records and Reports**

All employees have an obligation to provide information about Enterprise's financial condition and the results of operations that is factual, accurate, complete, objective, timely, relevant and understandable in all material respects. *Enterprise's books and records must accurately reflect actual transactions and adhere to all applicable laws and regulations (including applicable requirements of Generally Accepted Accounting Principles).* Deceptive or misleading entries and material omissions of facts are prohibited.

Enterprise has a system of internal controls that is designed to ensure that all public disclosures, including filings with the Securities and Exchange Commission, are accurate, transparent and in strict compliance with both the spirit and the letter of the laws governing public disclosure. Enterprise's disclosures assist unitholders and other stakeholders with understanding the challenges and risks that we face, the business opportunities that are key to our long-term success and the accounting principles and judgments that we make in preparing our financial statements.

Questions or concerns regarding internal controls, proper disclosures, and any accounting matters should be directed to the Executive VP and Chief Financial Officer, or to the VP of Internal Audit. To report a concern anonymously, contact the Confidential Hotline at 1-844-693-4318.

## **Records Management**

As an employee, you have a responsibility to manage Enterprise's information and records. This includes the identification, organization and retention of hard copy and electronic information that Enterprise is required to keep and the ability to efficiently access this information. Different types of information have different retention periods, as determined by our legal and business needs. Like any other asset, the way employees manage Enterprise's information affects the way we do business. Failure to properly manage and comply with retention requirements puts Enterprise business at risk.

At times, Enterprise may need to keep certain types of information past normal retention periods because of litigation or other legal reasons. In these situations, the Legal Department will issue a "legal hold" that identifies the types of information that cannot be altered, destroyed or deleted by employees. The Legal Department will notify the individuals who are most familiar with the dispute or incident and most likely to have related information and advise them on proper preservation techniques. A legal hold remains in effect until the Legal Department sends written notice that it has ended, and routine retention and destruction procedures should resume.

Refer to the Records Management Policy and the Records Retention Schedule on the Enterprise Portal.

It is the responsibility of each employee who receives a legal hold notice to strictly follow the Legal Department's instructions. If not followed and documents are destroyed, the legal penalties or adverse rulings could be very costly to Enterprise.

## Data Privacy

Subject to rules or regulations affecting an employee's rights, Enterprise may without notice monitor or search its work environments including equipment, networks, mail, company smart phones, private smart phones connected to the company's systems, voicemail, systems and electronic forms of communication. *Personal information on company resources is not private property and employees should therefore have no expectation of personal privacy.* Monitoring is performed to promote safety, prevent unlawful activity, investigate misconduct, manage information systems, comply with legal guidelines, and for other business purposes. Refer to the Acceptable Use Policy on the Enterprise Portal.

## Public Speaking and Statements, Endorsements and Logo

*All public statements to, and inquiries from, the media, government or public officials must be handled or coordinated directly through Public Relations.* Likewise, all communications with the financial analyst community must be referred to Investor Relations. The Fair Disclosure Policy specifies the authorized spokespersons for Enterprise.

If the media asks for your statements about Enterprise, or a situation involving Enterprise, politely decline to comment and refer them to Public Relations. At no time can you speak on behalf of Enterprise unless you have been authorized to do so.

Public speaking engagements relating to Enterprise's business or products must be pre-approved by your supervisor as well as Public Relations and/or Investor Relations, as applicable. If you receive approval to make a public presentation such as a conference, you may not request or accept any form of personal compensation. Reimbursement for expenses is permitted if approved by your supervisor.

If you author a publication, do not identify yourself in the publication as an employee of Enterprise without pre-approval from Public Relations. The Enterprise name and logo are not to be used in third-party press releases, marketing materials, or for any other purpose without the consent of Public Relations, which must also review all advertising naming or referring to Enterprise prior to publication. Refer to the Public Disclosure Policy on the Enterprise Portal.

When representing Enterprise, never endorse a product or service of another business or an individual, unless approved in advance by your supervisor and Public Relations.

Enterprise logos constitute intellectual property and are used for business purposes such as letterheads, branded products, buildings, facilities and vehicles. Items branded with our logo must be purchased through Enterprise's preferred suppliers. No variation of our logo may be used without the approval of Public Relations.

### Business Gifts, Entertainment and Trips

The intent of ordinary business gifts and entertainment is to help build or strengthen our business relationships. However, the following conditions must be met:

- **Nominal value:**
  - Employees may not receive gifts or prizes for \$250 or more from current or potential customers, suppliers or other business associates unless approved by an Executive VP or above. The "Gift/Prize Receipt Record" for obtaining approval is on the Enterprise Portal.
  - Approval from an Executive VP or above is required when (i) hosting or participating in trips/events with customers, suppliers or other business associates requiring any overnight stay or more than nominal travel or (ii) attending or hosting events where the total cost is expected to exceed \$500. The "Trip and Other Events Request Form" for obtaining approval is on the Enterprise Portal.
- **Suitable:** The gift or entertainment would not reflect negatively on Enterprise if publicly disclosed. The gift or entertainment must not create a real or perceived conflict of interest. Giving or accepting cash and gifts of an excessive nature (including personal items) are not allowed.
- **No favorable treatment:** Do not accept or offer any gift and entertainment in exchange for favorable treatment or to gain an improper business advantage. Bribes (kickbacks) are prohibited.
- **Legal.** Giving or accepting the gift or entertainment is lawful in the location and under the circumstances where given.
- **Recipient is not a government official:** Never offer any gifts, entertainment, or other items of value to a U.S. or foreign government official (or agent) without checking with an Executive VP or above and the Legal Department.

Enterprise employees may attend business-related social functions approved or sponsored by management provided the above conditions are met.

In any case, ensure that gifts and entertainment follow company policies and procedures, are directly connected to a business purpose, given in good faith, and comply with all applicable laws and regulations.

There is no substitute for good judgment and communication. Before accepting or offering anything more than modest in value, such as an ordinary business meal, discuss the situation with your supervisor and inform your senior management.

### Third Party Information

Customers, suppliers, and others disclose confidential information to Enterprise for business purposes. *It is the responsibility of every Enterprise employee to protect and maintain the confidentiality of this information.* Failure to protect third party information may damage business relations and could result in legal liability.

Enterprise legitimately collects information on customers and markets in which we operate. We do not seek business intelligence by illegal or unethical means, and competitors may not be contacted for the purpose of obtaining business intelligence. Sometimes information is obtained accidentally or is

provided to Enterprise by unknown sources. In such cases, it may be unethical to use the information. If this occurs, immediately contact the Legal Department to determine how to proceed.

### **Third Party Intellectual Property**

It is Enterprise's policy not to knowingly use third party intellectual property without permission or legal right. If you are told or suspect that Enterprise may be infringing upon intellectual property rights, including patents, copyrights, trademarks, or trade secrets owned by a third party, you should contact the Legal Department.

Never use or copy music, software, videos, movies, publications, or other copyright-protected content at work or for business purposes unless you or Enterprise are legally permitted to use or make copies of the protected content. Never use Enterprise facilities or equipment to make, store or distribute unauthorized copies. For more information, you should contact the Legal Department.

## **Governments and Communities**



### **Bribery and Corruption Laws**

Enterprise complies with all applicable U.S. and international anti-bribery and anti-corruption laws. *Employees, independent contractors and representatives of Enterprise are prohibited from giving, promising, or authorizing the giving or offering of anything of value to any person, including government officials, with the intent to improperly influence the performance of their official duties or to gain any business advantage.* Accepting or requesting anything of value as an inducement to engage in improper activity to obtain or retain business is also prohibited (e.g., kickbacks, gifts and favors). The Foreign Corrupt Practices Act prohibits individuals and companies from making corrupt payments or offers to foreign officials, directly or through third parties. Contact the Legal Department for guidance and refer to the International Trade Compliance Policy on the Enterprise Portal.

### **Antitrust Laws**

The Enterprise Antitrust Compliance Policy sets forth the intention to conduct operations in strict compliance with all antitrust laws. The antitrust laws generally prohibit business activities that constitute unreasonable restraints of trade. Our policy, on the Enterprise Products website, discusses the Sherman Act's prohibition against horizontal conduct between competitors, such as price fixing agreements. It also discusses the severe criminal and civil penalties for corporate and individual violations of the antitrust laws. Recommendations for avoiding inadvertent violations, and guidelines for discussions of business activities, are also included. Contact the Legal Department for guidance.

### **International Trade Laws**

Enterprise complies with all applicable laws and regulations related to customs and import controls, export controls and international economic boycotts. Countries periodically impose economic restrictions on imports/exports, investment, travel and other dealings with individuals and companies of other countries. *Enterprise will not engage in prohibited business with sanctioned countries, persons, companies and groups including those on the U.S. Specially Designated Nationals and Blocked Person List.*

If your work involves the sale or shipment of products or services across international borders, contact the Legal Department for guidance and refer to the International Trade Compliance Policy on the Enterprise Portal.



## **Federal, State and Local Regulations**

All laws and regulations affecting our business are very important. These include without limitation, the rules and regulations of the Environmental Protection Agency, Occupational Safety and Health Administration (“OSHA”), U.S. Coast Guard, U.S. Army Corp of Engineers, U.S. Department of Transportation (“DOT”), Railroad Commission of Texas, the Federal Energy Regulatory Commission (“FERC”), and other regulatory bodies in the many states in which we operate.

A few of the key federal regulators of our operations are briefly discussed below.

FERC oversight is based on the Interstate Commerce Act (“ICA”). The ICA prohibits discriminatory practices by interstate common carriers and requires that pipeline rates and terms of service be just and reasonable and in accordance with posted tariffs. The FERC’s requirements also include significant accounting, record keeping and reporting obligations (e.g., FERC Form 6). Enterprise has a FERC Compliance Program, which includes a designated Compliance Officer for individuals to contact with any FERC questions or concerns.

The DOT regulates natural gas and hazardous liquids pipelines through its Pipeline and Hazardous Materials Safety Administration (“PHMSA”). PHMSA’s safety regulations are designed to help ensure that infrastructure is assessed regularly and maintained in good condition.

Certain of our facilities are subject to OSHA Process Safety Management (“PSM”) regulations, which are designed to prevent or minimize the consequences of catastrophic releases of toxic, reactive, flammable or explosive chemicals. In addition, we are subject to Risk Management Plan regulations of the U.S. Environmental Protection Agency (“EPA”) at certain facilities.

Being an effective steward over our operations, including regulatory compliance, is a moral obligation and it makes good business sense. Discuss any questions or concerns about federal, state and local regulations with your supervisor. If necessary, involve EHS&T senior management.

## **Political Contributions**

Enterprise has established a Political Action Committee (PAC) in accordance with applicable law, and eligible Enterprise employees may make personal political contributions to the PAC, as well as candidates and organizations of their choice. *However, any employee who elects to make a personal political contribution must bear the entire financial burden of such a contribution.* Contact the Governmental Affairs Department with any questions.

## Charitable Contributions

Employees are encouraged to support their communities through their charitable contributions. Refer to the Matching Contributions Program on the Enterprise Portal for guidance including the eligibility requirements for matching contributions to nonprofit organizations.

## Community Activities

At Enterprise, we strive to comply with all laws and regulations which may affect, and operate in ways that benefit, the communities in which we conduct business. Enterprise expects each individual to uphold this commitment and encourages involvement in community activities. However, it is your responsibility to ensure that such community activities do not interfere with your Enterprise duties and responsibilities. *If you hold an elected or appointed public office while employed at Enterprise, advise the Governmental Affairs Department. Excuse yourself from involvement in any decisions that might create or appear to create a conflict of interest.*



## Environmental, Health, Safety & Training (EHS&T)

Safety is at the core of our value system and the safe operation of our assets is a top priority. We are committed to protecting the environment and the health and safety of the public and those working on our behalf by conducting our business activities in a safe and environmentally responsible manner. Our Sustainability Report, Environmental Policy, and Health and Safety Policy reflect our commitment to promote a culture in which all personnel work together to mitigate EHS&T risks.

Acting upon our commitment to safety, we engage all levels of employees and management, our Board of Directors, our contractors, and various external entities and organizations. We believe that safety breeds reliable operations. *All workers (including employees and contractors) have the authority and obligation to “Stop the Job” when they perceive an unsafe working condition or behavior inconsistent with our standards and procedures.*

While events and emergencies with the potential to lead to incidents can happen, we strive to achieve a goal of zero incidents and injuries. Enterprise is committed to safety and environmental training to equip workers with the knowledge, skills, and abilities to perform their assigned duties safely and effectively.

**GoalZERO**

*“No task is so important that it be done at the risk of Safety.”*



For guidance, refer to the EHS&T policies on the Enterprise Portal. If you have questions or concerns, discuss these with your supervisor and, if necessary, involve EHS&T senior management.

## Reliable Services

Our success is rooted in providing reliable high-quality services while conducting our business activities ethically and honestly. We are committed to being a positive presence in the communities where we operate by complying with all applicable laws, regulations, and internal standards of conduct. *Enterprise opposes unethical practices including but not limited to forced labor, child labor, harassment, abuse, discrimination, bribery, money laundering, and unsafe working conditions.* We expect our customers, contractors, suppliers, and anyone doing business with Enterprise to maintain similar ethical standards and to be economically, environmentally and socially responsible.

### Taking Action



Always apply the Enterprise Code of Conduct, follow Enterprise policies, and comply with laws and regulations. When you are unsure about a work situation, take the initiative to understand the right course of action. Review our policies, check with your supervisor and contact Human Resources, Legal, Internal Audit or the appropriate department for additional guidance.

*If you are aware of a known or suspected violation of the Code of Conduct, including non-compliance with laws or regulations, you are required to notify your supervisor (provided your supervisor is not involved in the violation), Human Resources, Internal Audit or Legal. To report a serious concern anonymously, call the 24/7 Confidential Hotline at 1-844-693-4318, or go online to [enterpriseproducts.ethicspoint.com](http://enterpriseproducts.ethicspoint.com). Ignoring a potentially serious issue or being silent about a Code violation may subject you to disciplinary action.*

## Policies and Procedures

Refer to the Enterprise Portal and website or contact the appropriate department.

Acceptable Use Policy (Company Systems)

Antitrust Compliance Policy

Business Travel Procedure

Drug and Alcohol Policy

Employee Non-Disclosure Policy

Employment of Relatives Policy

Environmental Policy

Equal Employment Opportunity Policy

Expense Reimbursement Policy

Fair Disclosure Policy

Gift/Prize Receipt Record

Harassment Policy

Health and Safety Policy

Illegal & Unauthorized Items in Company Workplaces & Vehicles Policy

Insider Trading Policy

International Trade Compliance Policy

IT Security Policy

Management Authorization Policy

Matching Contributions Program

OneCard Program

Personal Conduct Policy

Public Disclosure Policy

Records Management Policy

Social Media Policy

Supply Chain Management Policy and Procedures

Trip and Other Events Request Form

Workplace Violence Prevention Policy

## Questions and Answers

### **Q: Why is our Code of Conduct important?**

**A:** Our Code supports The Enterprise Model and covers the business standards and conduct expected of you. It provides guidance to effectively resolve most business situations and avoid potential issues.

### **Q: I observed a potential violation of our Code of Conduct, but I am not sure. Should I report it?**

**A:** Yes. Try to resolve the situation with your supervisor, Human Resources or the appropriate department. The Confidential Hotline is an option for anonymously reporting a serious concern.

### **Q: Will I face retaliation if I report a concern to my supervisor, higher management, the applicable department or the Confidential Hotline?**

**A:** No. Enterprise prohibits retaliation for reporting any concern in good-faith, or for assisting the company with resolving a concern. However, individuals should never make reckless, or knowingly false accusations.

### **Q: What should I do if I am being pressured to book an entry that seems unreasonable and illogical?**

**A:** Violating accounting/audit rules and internal controls could cause substantial harm to Enterprise. If a situation is unresolved with your supervisor, involve a higher level of management, or contact Internal Audit. Calling the Confidential Hotline is also an effective option.

### **Q: Should I avoid bringing up a safety concern to make sure our GoalZERO target is met?**

**A:** No. You have an obligation to report concerns to your supervisor and, if necessary, involve EHS&T. Protecting our workforce, communities and environment reflects Enterprise's values, and reporting concerns and incidents is essential to our GoalZERO program's success.

### **Q: If I witness harassment, discrimination or violent behavior, who do I contact?**

**A:** Report this to your supervisor and/or your Human Resources representative. Notify Corporate Security about threats or call local law enforcement if an emergency. The Confidential Hotline is an option for anonymously reporting a serious concern.

### **Q: I feel like my supervisor is disrespectful and generally not treating me fairly. How should I handle this situation?**

**A:** First, consider having a conversation with your supervisor. If necessary, contact your Human Resources representative for guidance.

### **Q: Should I buy or sell Enterprise units after receiving material nonpublic information?**

**A:** No. Contact Legal before acting on the information. Otherwise, you would violate Enterprise's Insider Trading Policy, and could be breaking the law related to insider trading. In general, nonpublic information is material if it would likely be considered important to an investor buying or selling a particular stock.

### **Q: Should I do business with my friend or family member who works for an Enterprise supplier without disclosing this situation?**

**A:** No. Disclose potential conflicts of interest to your supervisor, and Human Resources or Internal Audit so that it can be properly addressed. It may be necessary to remove you from making decisions involving a transaction with your friend or family member.

### **Q: A local government official suggested that I pay him to fast track a right-of-way permit for Enterprise's project. What should I do?**

**A:** Contact Legal for advice if you are ever faced with this type of situation. A bribe or any payment to influence a public (government) official for an improper advantage would violate local and U.S. anti-bribery laws.

### **Q: I have business dinner plans with a potential customer that is a foreign national oil company. Can I influence my counterparts with expensive gifts to obtain a lucrative deal for Enterprise?**

**A:** No. Always seek advice from Legal before dealing with U.S. or foreign government officials to ensure compliance with U.S. anti-corruption laws including the Foreign Corrupt Practices Act (FCPA).

### **Q: Can I provide Enterprise information to the media, government and investors, or to third parties requesting endorsements or responses to surveys/inquiries?**

**A:** Only if you are authorized and it is part of your job. Treat Enterprise information and data as confidential. Check with your supervisor, Public Relations, Investor Relations and/or Legal prior to providing any information.

## Employee Compliance Statement

I have read and understand the Code of Conduct. I agree to comply with it and promptly report violations through the appropriate channels. If I fail to comply, I understand that Enterprise has the right to take disciplinary action against me, up to and including termination of my employment, and to pursue potential prosecution by law enforcement, which may result in monetary fines and penalties.

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Name (Print)

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Company

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Department Name

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Signature

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Date

