

Diversity, Equity & Inclusion Five-Point Plan

Introduction

Crestwood continues to work toward creating a company culture founded on respect and collaboration. We value the diverse backgrounds, skills and contributions of our employees and are committed to creating an environment of belonging, where every employee feels comfortable being their authentic selves. Retaining our talented employees while integrating new team members is key to our DEI journey and long-term business success. We remain steadfast in our belief that providing an inclusive and diverse work environment that allows for equitable access enables our employees to innovate, perform and prosper.

As our Diversity, Equity and Inclusion (DEI) Committee continues its role in providing oversight and maintaining focus on progress in key areas, we have updated our DEI Five-Point Plan to harness more achievements along our journey over the next three years, 2022-2024.

Our DEI Five-Point Plan is a roadmap with associated Key Performance Indicators (KPIs) for monitoring our progress both internally and externally.



1. Attracting Talent for a Diverse Workforce

- Enhance hiring protocols by incorporating unconscious bias core components
- Develop key advertising protocols to increase diverse candidacy outcomes
- Refresh Indigenous Relations Cultural Awareness Training in relation to recruitment and retention for key area leaders and managers

2. Creating an Inclusive and Engaged Workforce

- Increase field level dialogues regarding DEI through leader-led roundtable discussions
- Review company holidays to assess if adding an additional DEI floating holiday that is relevant and aligns with our company's core values is needed
- Develop key indicators for inclusion in merger and acquisition assessments

3. Focusing on Sustainability and Accountability

- Continue use of diversity dashboards for key leaders and Human Resource professionals
- Progress internal transparency of our gender-equity pay gap annual assessment outcomes
- Enhance transparency around DEI in annual sustainability report

4. Creating Meaningful External Partnerships with Diversity Associations

- Conduct internal impact assessments of current external partnerships and summarize key findings for enhancing relationships and outcomes
- Define key objectives for gaining the most strategic impact from new nonprofit relationships such as Catalyst

5. Building the Future Pipeline and Supporting our Communities

- Maintain progress among strategic partnerships with nonprofits and academia, confirming our social investment strategy provides for DEI components
- Partner with Genesys Works and Cristo Rey to provide internships to underserved high school students