



Diversity and Inclusion Five-Point Plan

Introduction

Crestwood works to create a company culture founded on respect and collaboration and values the diverse backgrounds, skills and contributions that employees have to offer. As part of our commitment to Diversity and Inclusion (D&I), we have established a Chief Diversity Officer position and developed a D&I Committee to guide our progress in key areas.

Our five-point plan lays out where Crestwood will continue to enhance D&I inside and outside the organization. We believe in creating an inclusive culture where employees can thrive. We know that today's talent is more diverse than ever before and by providing an inclusive work environment we can continue to innovate, develop, and retain talent.

1. Attracting Talent for a Diverse Workforce

- Ensure talent acquisition strategy includes diverse candidates
- Enhance recruitment at diverse based universities and build strategic relationships
- Enhance veteran recruitment strategy

2. Creating an Inclusive and Engaged Workforce

- Focus on diverse representation on all levels of organization including board level
- Host internal D&I workshops with industry leaders
- Provide training for employees related to D&I including Unconscious Bias Training
- Continue to focus on enhancing Employee Resource Groups
- Continue Mentorship programs to develop employee base
- Ensure female and minority candidates are included in succession planning

3. Focusing on Sustainability and Accountability

- Create a Diversity dashboard and plan with specific KPIs
- Continue to meaningfully report on KPI's including gender pay gap reporting
- Enhance transparency around D&I in annual sustainability report

4. Creating Meaningful External Partnerships with Diversity Associations

- Partner with women focused organizations - Pink Petro and Women's Energy Network
- Enhance focus on veteran organizations such as Hiring Our Heroes
- Increase engagement with the LGBT community and continue to partner with LGBT Mid-America Chamber of Commerce
- Partner with minority organizations - Hispanic Alliance for Career Enhancement
- Establish a strategic partnership with Catalyst

5. Building the Future Pipeline and Supporting our Community

- Continue strategic partnerships with nonprofit and educational organizations through volunteering and charitable giving to promote STEM education for women and minorities and to enhance D&I in our communities
- Partner with Genesys Works to provide internships to underserved high school students