

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 Diversity, Equity and Inclusion (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 DEI Committee continues its role in providing oversight and maintaining focus on progress in key areas, we continue to update our DEI Five-Point Plan on annual basis to harness more achievements along our journey.

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 communication protocols to increase diverse candidacy outcomes
- Conducted Indigenous Relations cultural awareness training for two consecutive years for key area leaders and managers
- Continue to conduct DEI training on unconscious bias and inclusive recruitment practices

2. Creating an Inclusive and Engaged Workforce

- Increase field level dialogues regarding DEI through roundtable discussions
- Implemented an additional floating holiday that is DEI 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 HR professionals
- Progress internal transparency of our gender-equity and pay gap annual assessment outcomes
- Enhance transparency around DEI in annual sustainability report including the publication of our EEO-1 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 nonprofit relationships such as Catalyst and HACE

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
- Continue to partner with Genesys Works and Cristo Rey to provide internships to underserved high school students