



Revision No.:	1
Issued By:	VP, HR
Approved By:	General Counsel
Effective Date:	October 1, 2019

DIVERSITY & INCLUSION STATEMENT

This statement pertains to all terms and conditions of employment including, but not limited to, recruitment, selection, appointment, promotion, assignment, training, performance appraisals, discipline, reorganization, workplace accommodations, leaves of absence and compensation.

Crestwood is committed to diversity and inclusion, and fully believe that by embracing an environment in which every one of our employees feels valued and inspired, we foster innovation and empower all team members to take ownership of the company's success and maximize operational power. The Company is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices. Therefore, the Company expects that all relationships among persons in the workplace will be business-like and free of bias, prejudice and harassment.

The Company encourages fair employment practices and offers equal opportunities to all employees. This ranges from attracting and developing leading workforce within a work environment that values unique perspectives, encourages individual growth and treats all employees with respect, to educational partnerships and community development initiatives designed to improve the quality of life where employees live and work.

In addition to building a diverse workforce, the Company understands the need to build an inclusive environment where employee differences are valued and employees play an intricate role in building the success of the business.

CRESTWOOD COMMITMENT

The Company is committed to valuing and respecting each other as colleagues and peers. Diversity and inclusion are sponsored at the highest levels in the Company and initiatives are applicable, but not limited, to practices surrounding recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; terminations; and the ongoing development of a work environment built on the premise of equity that ensures:

- Diversity is recognized as a business interest, with every level of the organization holding responsibility.
- Communication is respectful between all employees across the organization. Insights of diverse groups are sought and welcomed; employees are not alienated or excluded because they don't fit into a set of cultural norms.
- An environment where employees feel that their background and lifestyle do not affect perceptions of them as a professional or affect their opportunities for development and promotion.



Revision No.:	1
Issued By:	VP, HR
Approved By:	General Counsel
Effective Date:	October 1, 2019

- The diversity of our workforce is visible at every level of the organization and in every business area.
- Commit to eliminating all forms of discrimination, harassment and bullying in the workplace
- Effectively and promptly deal with inappropriate behavior in the workplace
- The standards of ethical behavior and performance in accordance with the Company's Code of Conduct

EQUAL EMPLOYMENT OPPORTUNITY

It is the commitment of the Company to select and retain the best qualified individuals based upon job-related qualifications and to ensure equal employment opportunity without discrimination or harassment based on race, color, national origin, religion, sex, age, disability, citizenship status, marital status, sexual orientation or any other characteristic protected by law. The Company prohibits and will not tolerate any such discrimination or harassment. The Company will comply with all state and federal laws and regulations as related to EEOC reporting.

The Company complies with the Americans with Disabilities Act (the ADA), Title VII of the Civil Rights Act of 1964 and any other applicable laws prohibiting discrimination in employment against qualified individuals with disabilities. The Company will provide reasonable accommodations in accordance with these laws to qualified individuals with known physical or mental disabilities, unless undue hardship would result. An employee who requires accommodation in order to perform the employee's essential job functions should contact the Human Resources Department.

Should any information in this statement conflict with any federal or state law, the applicable agreement or provision of law will take precedence.