



Supplier Code of Conduct

Crestwood is committed to Sustainability and operating in an economically, environmentally and socially responsible manner, as directed by our [Operating Principles](#). This commitment is at the core of how we do business. We expect our Suppliers and Vendors to adhere to Crestwood's fundamental values, policies and procedures and apply these components to how they do business. Suppliers must work with Crestwood in enforcing this Supplier Code of Conduct (the Code) by communicating its principles to their supervisors, employees and vendors. This Code further details our expectations and the work practice requirements of our Suppliers.

Health, Safety and Environment

Crestwood is committed to the safety of people, protection of property, and respectful and responsible stewardship of the environment. Our Environmental, Safety, and Regulatory Policy defines how we prioritize and maintain our high standards of operational health, safety, and environmental excellence.

The Health and Safety of our employees, suppliers and the communities where we live and operate is Crestwood's top priority. We aim to achieve zero incidents and to foster a culture in which safety is everyone's responsibility. We expect our Suppliers to have a systematic approach to safety designed to adhere to all local, state and federal regulations and deliver continuous performance improvement. While working at any of our facilities, our Suppliers are required to report any safety issues to Crestwood immediately and instill in their employees the same safety values that we expect from any employee, visitor, or service provider. We expect our Suppliers to operate in alignment with our commitment to safety and to do their part to help us achieve best-in-class safety performance.

Crestwood is committed to environmental stewardship and reducing our operational footprint. We expect our Suppliers to comply with Crestwood's environmental standards as a condition of conducting business with and on behalf of Crestwood. We expect our Suppliers to apply these requirements to their work practices and contribute to these commitments.

Employment Practices and Human Rights

Crestwood believes that every individual deserves to be treated fairly, honestly and with dignity. We do not tolerate any form of harassment, discrimination or inappropriate actions or language of any kind. Suppliers must conduct all their operations in a non-discriminatory manner and in full compliance with all applicable laws. Suppliers must respect the human rights of workers as understood by the international community.



Suppliers must conduct all their operations in full compliance with all applicable laws including, but not limited to, those associated with Equal Opportunity, Child Labor, Forced or Compulsory Labor, Working Hours, Wages and Benefits, Freedom of Association and Harassment-Free Work Environment.

Suppliers shall not threaten workers with or subject them to harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental coercion, physical coercion, verbal abuse or unreasonable restrictions on entering or exiting company-provided facilities.

Suppliers shall not traffic persons or use any form of slave, forced, bonded, indentured or prison labor. This includes the transportation, harboring, recruitment, transfer or receipt of persons by means of threat, force, coercion, abduction, fraud or payments to any person having control over another person for the purpose of exploitation. All work must be voluntary, and workers shall be free to leave work or terminate their employment with reasonable notice. Workers must not be required to surrender any government issued identification, passports or work permits as a condition of employment. Suppliers shall not employ children as this is strictly prohibited.

Suppliers shall ensure that third-party agencies providing workers are compliant with the provisions of this Code and the laws of the sending and receiving countries, whichever is more stringent in its protection of workers. Suppliers shall ensure that contracts for both direct and contract workers clearly convey the conditions of employment in a language understood by the worker.

For our more information regarding our Freedom of Association policy, please click [here](#).

Responsible Business Ethics

Timely, Accurate and Complete Business Records

Suppliers are required to produce timely, accurate and complete business records for all Crestwood transactions. This includes preparing accurate invoices and other financial records that are in accordance with professional accounting standards and contractual terms and obligations. Suppliers must create, retain and dispose of business records in full accordance with applicable legal and contractual requirements. Crestwood reserves the right to monitor Supplier records as they pertain to work being performed for Crestwood.

Crestwood's Resources

Crestwood's resources include, among other things, property, assets, intellectual property and confidential information. Suppliers are responsible for safeguarding our resources used in the course of performing their work and must make every



effort to protect all our resources. These resources must only be used for legitimate business purposes to advance the interests of Crestwood. The personal use of Crestwood resources without prior written permission is prohibited. The intellectual property rights of Crestwood and third parties with whom we work must be honored at all times. Suppliers are obligated to inform Crestwood of any situation that may constitute a violation of our property rights.

Conflict of Interest

A conflict of interest exists any time there is a choice between a personal interest (financial or otherwise) and the interests of Crestwood. Suppliers, their employees or their families cannot receive improper benefits through the relationship with Crestwood or allow other activities to conflict with acting in the best interests of Crestwood. A conflict may arise with Suppliers that employ or are partially or fully controlled by a Crestwood employee or family member. Any and all conflicts of interest in any business dealing with Crestwood, of which the Supplier is aware, must be declared to Crestwood to provide Crestwood the opportunity to take appropriate action prior to entering into any business transaction. Any ownership of beneficial interest in a Supplier's business by a government official, representative of a political party or a Crestwood employee must be declared to Crestwood prior to entering into any business relationship.

Brand and Trademarks

We expect suppliers who interact with our customers to conduct themselves at all times in ways that reinforce and strengthen the Crestwood brand. Use of Crestwood's brand is not permitted without express written permission of the Corporate Communications Department of Crestwood. Under no circumstances are third parties allowed to display the Crestwood brand or of any of its affiliated businesses.

Competitive Protocol

Crestwood requires all Suppliers to engage in the highest ethical standards during the supplier selection process. Suppliers must refrain from discussing or disclosing its pricing, costs and any other contract terms with their competitors specifically during a competitive bidding process.

The Request for Proposal (RFP, or any RFx) is both confidential and proprietary to Crestwood. Suppliers must not reference an RFx in any publicity without prior written consent from Crestwood.

The point of contact stated in the RFP is the sole point of contact for any matter related to an RFx. No other person at Crestwood must be contacted regarding that specific sourcing initiative, nor should the RFx be discussed with any other Crestwood employee.



Supplier Diversity and Indigenous Peoples

Crestwood recognizes that a strong, diverse supplier community is essential to economic vitality and we seek opportunities to conduct business with competitive, diverse suppliers.

Supplier Diversity encourages the use of under-utilized suppliers such as minority owned, women owned and veteran owned businesses.

We expect our business partners to utilize and develop diverse suppliers of their own while performing work on our behalf.

Social Performance

Crestwood believes in supporting and investing in the communities where our employees live and work. As a part of our continuing commitment in these communities, we encourage Suppliers to promote development of sub-suppliers through capacity building by developing and strengthening skills and abilities and providing resources that communities, organizations and people need. This approach both stimulates local economic development and creates long-lasting benefits to communities.

Questions or Concerns

Suppliers, their employees or their subcontractors must report any questionable behavior by the supplier, their agents, Crestwood employees or other suppliers. Fraudulent financial reporting, misappropriation of assets, corruption and other fraud-related malfeasance, illegal activity, fiscal waste or abuse or other suspected violations by any party must be reported by:

- Contacting your Crestwood Supply Chain representative
- Contacting Crestwood's independent Compliance and Reporting Hotline by phone at 1-844-886-2116. The Compliance and Reporting is operated by a third party and all contact is treated anonymously if you select that option

If you have any concerns or questions about Crestwood's Supplier Code of Conduct, we encourage you to discuss them with your supply chain representative.