

2021 ESG HIGHLIGHTS



SALT CREEK MIDSTREAM

During 2021, Salt Creek committed to formalizing the integration of environmental, social, and governance ("ESG") considerations throughout our business operations and began to assess our performance relative to the ESG metrics most relevant to our investors and other stakeholders. We are pleased to present some of the key highlights of our assessment.

We are
Salt Creek
Midstream.

Salt Creek Midstream plays a vital role as an innovative midstream and downstream solutions provider that enables access to energy and economic development in regions in which we operate and beyond. We believe a focus on our sustainability efforts is essential to creating value for our investors and for developing a more sustainable long-term business strategy.



-John Bookout
President & Chief Executive Officer

OUR ESG FOCUS AREAS

ENVIRONMENTAL



Greenhouse Gas Emissions
Air Quality
Ecological Impacts

SOCIAL



Workforce Health & Safety
Employee Diversity,
Inclusion & Engagement
Data Security
Community Relations

GOVERNANCE



Operational Safety, Emergency
Preparedness & Response
Competitive Behavior
Corporate Governance &
Risk Management
Business Ethics

The safety of our workforce and the communities in which we live and work is our top priority.

OPERATIONAL SAFETY, EMERGENCY PREPAREDNESS & RESPONSE

We inspect **100%** of our pipeline mileage using hydrotest baseline assessments, aerial patrols, and in-line inspections.

Our integrity programs provide a structured approach to ensure the safe and reliable operation of our assets through adherence to a set of safety management, analytical, operating, and maintenance processes, such as our

- Damage Prevention Program
- Public Awareness Program
- Mechanical Integrity Program

During **2021**, we had **ZERO** reportable pipeline incidents on our hazardous liquids systems and natural gas systems.

REPORTING HOTLINE

Our independent ethics reporting hotline enables employees and other individuals to report compliance violations or unlawful behavior anonymously. We investigate and take appropriate actions for all allegations.

WORKFORCE HEALTH & SAFETY

2021 SAFETY SCORECARD

0	Total Recordable Incident Rate
0	Fatality Rate

We continually strive to provide an accident-free workplace through our

- ✓ Stop the Job Program
- ✓ Hazard Awareness Program
- ✓ Monthly safety meetings
- ✓ Robust Environmental, Health, and Safety manual

In **2021**, we established a **target safety record** which was **integrated** into our company **compensation program**.



“2021 Perfect Record” recognition from the Gas Processors Association for our perfect record of **no lost time incidents**.

SAFETY



RESULTS DRIVEN



EMPLOYEE DIVERSITY, INCLUSION & ENGAGEMENT

At Salt Creek, we are committed to our people, as they drive our success.

As part of **our continuing DEI journey**, we seek to create a positive, open, and inclusive work environment that allows our employees to grow as we grow, through **town hall meetings, training, and regular career development and performance reviews annually.**



PEOPLE-
FOCUSED



Our Diverse Hiring Policy:

We include at least one **candidate** that is **female** and/or a member of an **underrepresented minority group** for **ALL open positions.**

ENVIRONMENTAL

Salt Creek is focused on proactively managing environmental risks and hazards and minimizing our impacts on the environment.

GHG

- ✓ We analyze our emissions data to observe trends and **manage our long-term performance.**
- ✓ We follow **GHG Protocol** to track and gather our Scope 1 GHG emissions.
- ✓ In 2021, we engaged a third party to assist with **gathering and verifying our emissions data.**

AIR QUALITY

- ✓ We regularly assess opportunities to **control and reduce air pollutants.**
- ✓ We implement controls on our tanks and truck loading facilities, and our common vents use Enclosed Combustion Devices with a 98% combustion **efficiency.**

ECOLOGICAL IMPACTS

- ✓ We develop project plans with a focus on **ecological impact avoidance and minimization.**
- ✓ We ensure **ecological health of our operating areas** are **maintained**, including a robust assessment and research process, which includes a robust desktop study.

CUSTOMER
COMMITMENT

