

## Our Culture

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Cogent Midstream is a growing company with an entrepreneurial spirit, a dedication to corporate social responsibility and to conducting our business safely, ethically and with integrity. Cultivating a safe, inclusive, collaborative and respectful workplace where employees feel valued and can contribute to the overall success of the business is essential to our culture.



We are better together. We hold one another up and we are ardent in our belief that **we are better when we work together**.



We strive to sustain a work environment where **individuals are positioned for success**; where teamwork, transparent communication and accountability are valued; and where discrimination and harassment are not tolerated.



We provide **equal employment opportunities** for all qualified applicants and employees without regard to any status protected by applicable laws.



We **regularly review and refine our business practices and policies** to remain well positioned in a shifting market, promote continuous improvement and respond to evolving industry requirements.

### Our Commitment to Safety

Safety is vital to preserving our business and operations. It is our greatest focus to protect the safety and wellness of our workforce and the communities in which we operate. We are committed to the continuous improvement of our safety performance by engaging our employees and contractors through on-going communications, participation in training programs, sharing best practices and lessons learned.



**Personal Safety** – Maintaining a **safe work environment** and **supporting safe behaviors** is a commitment that each of our employees own together. We hold each other accountable to keeping our sites, our co-workers, and our contractors safe. Our safety programs provide every employee and contractor the right and responsibility to exercise their Stop Work authority if conditions are unsafe or could cause harm to the environment.



**Process Safety** – We strive to prevent incidents with **effective process safety management programs**. We design and operate our facilities to manage process safety risks proactively while complying with applicable regulations and industry standards. We have robust maintenance programs and conduct routine inspections to test critical equipment regularly and maintain compliance with applicable regulations. When we identify risk, we implement appropriate preventive measures for equipment, processes and people.