



## **Crestone Policy Statements**

### **Environmental and Regulatory Policy**

Crestone Peak Resources will conduct its business with high ethical standards and commitment to honest and responsible dealing with our stakeholders. We have a commitment to comply with environmental and regulatory laws, regulations, and requirements in all aspects of our work. We recognize that compliance and strong environmental performance are critical to the success of our business and is paramount to the long-term value of the company and to our shareholders. Every Crestone employee is responsible for complying with this policy and is expected to incorporate environmental considerations into business planning, development, and decision making.

Crestone will:

- Comply with all environmental laws, regulations, and requirements applicable to our activities.
- Evaluate our environmental risks associated from our business activities and develop economically practicable strategies to mitigate risks and avoid negative environmental impacts.
- Provide resources, staff, training, and support necessary for the implementation of environmental programs.
- Strive to reduce our business impact on the environment by reducing impacts to surface, community, flora/fauna, and atmosphere while working to increase the energy efficiency of our operations.
- Continuously improve our environmental performance by setting and achieving meaningful and achievable environmental objectives and targets.
- Work with industry groups and regulators to develop sound, fair, and realistic laws and regulations to protect the environment.
- Integrate responsible environmental stewardship into our business planning and decision-making processes.
- Monitor, measure, and communicate our environmental performance to stakeholders.



## Health and Safety Policy

At Crestone Peak Resources, our goal is to achieve and maintain a workplace free of occupational injuries and illnesses by identifying and mitigating workplace hazards and risks. We achieve best in class performance through accountability, collaboration, honest communication, and recognizing the contribution of our team members. Excellence in health and safety performance is a core value and an objective of Crestone's leadership and staff. Our employees and executives recognize that a strong health and safety culture is paramount to the long-term value of the company and to our shareholders. Compliance with the requirements of this Health and Safety Policy is an expectation that underscores our commitment to provide a safe workplace.

Crestone will:

- Comply with health and safety laws, regulations, and requirements that are applicable to our activities.
- Ensure that our employees and contractors understand working safely is a condition of employment and all workers are accountable for their own health and safety and for those around them.
- Ensure employees and contractors working on Crestone locations have the right and obligation to stop work, without repercussion, when an unsafe situation is recognized or suspected.
- Identify and mitigate health and safety hazards and risks arising from our oil and gas development activities.
- Ensure the competency of our employees by providing training, knowledge, and resources needed to achieve our health and safety objectives and targets.
- Commit to measuring and monitoring our performance through regular observations, reviews, program audits, analysis of serious incidents, and high potential near hits.
- Integrate health and safety into our business planning and decision making.
- Ensure that contractors and subcontractors working on our locations understand our health and safety expectations within our Contractor Compliance Manual.