

Corporate Social Responsibility

Archrock operates the largest fleet of natural gas compressors in the United States, providing the equipment and services necessary to deliver clean burning natural gas that powers America. Our reputation is built on 65 years of operating with the highest standards in safety, integrity and reliability. We value our customers, who range from the largest multinational energy providers to local producers, our employees, who tirelessly work to provide best in class service and our community, by sponsoring and encouraging a culture of volunteering and giving back. We value the environment, and believe strongly in operating responsibly. And, we value our owners and make decisions which we believe will sustain long-term shareholder value.

Having extensive expertise and the largest U.S. footprint allows us to serve clients in a way no other company can. Our history is rich with accomplishments, and we are just getting started.

Our vision is to be America's leading provider of natural gas compression by delivering exceptional customer service based on our values:

INTEGRITY – doing the right thing and being accountable

SERVICE – working in service to others

SAFETY – being safe at every turn

RESPECT – treating our people, our customers and the environment with respect

PRIDE – taking pride in everything we do



Governance

We hold annual elections of all directors. Our Corporate Governance Principles require that any nominee for director who receives a greater number of “withheld” votes than “for” votes must submit his or her resignation for consideration by the Board.

We are governed by a separate Chairman and Chief Executive Officer.

Seven of our eight directors are independent and two are women.

Our Board committees are comprised of independent directors only. Our independent directors meet regularly without management present and directors have full access to management.

Our Board and its committees conduct annual self-evaluations.

We have implemented officer and director stock ownership guidelines.

Our policies prohibit the hedging or pledging of company securities by key employees, including our executive officers.

Environmental and Community

Archrock provides the equipment and services necessary to deliver clean burning natural gas to help meet industrial and residential energy demands. With a dedicated internal air quality team, we help our customers with emission compliance and are constantly upgrading our fleet to more efficient units.

We recycle virtually all consumables used in the operation of our compression fleet, including oil, coolant, and batteries.

We have launched an initiative to eventually equip all units in our fleet with remote monitoring functionality to improve service efficiencies, diagnose potential issues before they arise and reduce vehicle miles.

Although many of our units are in remote locations, at our customers' request, we will house our units in a building, equip them with sound mufflers and include netting to provide additional wildlife protection.

We have a policy that prohibits corporate political contributions and have selectively engaged in advocacy efforts to protect the interests of our stakeholders and ensure fair regulatory treatment.

With our support and sponsorship, our employees have joined together to support the MS150 (a bike ride from Houston to Austin to raise funds and awareness in the fight against multiple sclerosis), the March for Babies, WIG OUT (an organization providing wigs, hats and headscarves to women fighting cancer), Habitat for Humanity, the Houston Food Bank and Toys for Tots, just to name a few.

Social

Employee satisfaction and engagement is assessed annually through a Gallup® survey. Based on those results, teams are tasked with developing action plans to address opportunities for improvement.

We have policies and practices that address, among other things, diversity, hiring of veterans and gender pay equity.

We offer our full-time permanent employees health and welfare benefits, a generous 5% match on 401(k) plan contributions, an employee stock purchase plan and a health savings plan, as well as participation in an annual or quarterly performance-based bonus program.

Ongoing management training and online compliance training is made available to all and is required of certain employees.

We have a dedicated training team for field technicians and utilize a classroom and field-based Rapid Development Program to train newly hired field service employees.

Safety



Target Zero™, the basis for our Health, Safety and Environment program, says it all: We believe all incidents are preventable. The goal of this multi-level, multi-year approach is to integrate a safety mindset into every work process at Archrock.

We are a member of ISNetwork® and six additional HSE databases and require our key vendors to subscribe and adhere to the same performance criteria as our customers expect of us.

All Archrock vehicles are equipped with driving monitors. With over 38 million miles clocked by our field service technicians in 2018, we rank in the top tier of MIX Telematics clients for vehicle safety.

We track and regularly report our safety performance to our Board, customers and industry groups and have made it a component of our annual short-term incentive program.

Archrock believes that a substance abuse free workplace is a safe workplace. As such, we utilize a comprehensive DOT and Non-DOT drug and alcohol testing program that is inclusive of all employees.

Because Target Zero™ is a core value, our Health Safety & Environment function reports directly to our Chief Executive Officer.