

Corporate Social Responsibility
2018 Report



Our mission

Answer every
challenge, advance
every community
and enrich every life
through the strength
of our energy

The greatest energy in the world comes from one source—people.

At Spire, we believe we're in the people business, and it's our privilege and responsibility to make sure people have energy—good energy. Energy that inspires and has a positive, measurable impact on the world around us.

So, with our mission and values as our guide, we rolled up our sleeves two years ago and began to formalize our strategy around Corporate Social Responsibility, or CSR. We built our strategy around four key areas, and now—for the first time ever—we're reporting on how we impacted people, communities, the environment and our leadership:

1. Our people

Everything starts with our people. Because when we have a culture of giving within our company, it flows to our communities and beyond.

2. Our communities

In our mission, we promise to advance communities and enrich lives. We do that by providing safe, reliable, energy and by supporting organizations that move our communities forward.

3. Our environment

As an energy provider, we have a responsibility to sustain our environment today—and for generations to come.

4. Our leadership

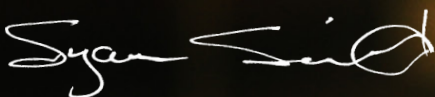
We have a leadership team that truly believes energy exists to help people. So we've set up governance and structure around our CSR program to help us live that belief.

In the pages that follow, you'll see how we've used our energy for good, influencing each of our targeted areas in fiscal year 2018—the first full year of our CSR efforts.

While we're still evaluating, learning and growing, I'm so proud of what we've already accomplished. And I'm confident that we're well on our way to being known as a company that drives positive and significant change in the communities we serve.

There's still much progress to be made, but we know that a company that believes in the human spirit—that knows the greatest energy in the world lives within people—will always achieve greatness.

That's our plan, and that's my promise.



Suzanne Sitherwood
President and Chief Executive Officer
Spire Inc.



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Our people

The greatest energy in the world comes from one source—people. By recruiting talented individuals and investing in the well-being of every Spire employee, we're helping them perform their best at work, at home and in their communities. Because when we care for each other, we're able to better care for those around us.



Embracing our values

At Spire, our mission and values of safety, inclusion and integrity are deeply engrained in who we are. They are visible in all we do—from how we treat each other to how we serve our communities.

“It all starts right here with us, and the culture of safety, inclusion and integrity we create. That culture is who we are. And when we know who we are, it’s visible in everything we do and every decision we make.”

— Joe Hampton
President,
Spire Alabama and Mississippi

Safety

Our goal is that every employee returns home happy and healthy at the end of the day. So, we provide access to the tools, training and information our employees need to perform their jobs safely.

Safety minutes

At Spire, whether in the office or the field, meetings begin with a safety minute. Meeting leaders cover a variety of topics and reinforce the message that safety comes first—always.

Safety councils

Safety councils and committees represent all of Spire’s locations and employees. The goal of these councils and committees is to eliminate workplace injuries and illnesses and assist in the management of safety hazards. Throughout the company there have been notable results, with employee injury rates decreasing by 39 percent since 2014, with 18 percent of that decrease occurring in 2018.

Safety improvements

This year, we marked our fifth annual Safety Summit, which drew employees from all our businesses for learning and sharing strategy on safety.



Alvin D.,
Crewman

Safety training for new hires

In their first year with Spire, each construction and maintenance employee receives 80 hours of safety training. For service and installation employees, that number is 200 hours of safety training. For re-qualification and continuing education, field operations employees average 24 hours of technical and procedural training annually.

Safety training for existing employees

In addition to being thoroughly trained to perform tasks safely and responsibly when hired, each employee working on the gas distribution system receives further training to be qualified under Spire’s state and federally approved safety training plan. This training occurs prior to any employee performing tasks on the pipeline system. Employees stay current on this training through periodic reviews and field assessments.

Inclusion

We celebrate differences, embracing a workforce full of diverse backgrounds and unique perspectives.

Inclusion as a value

To emphasize how strongly we believe in inclusion, we declared it as one of our core values, and backed it up by hiring our first compliance and diversity lead, who's developing a companywide diversity and inclusion initiative.

CEO in Action

Chief Executive Officer Suzanne Sitherwood committed to signing the CEO in Action for Diversity and Inclusion pledge, joining more than 450 CEOs throughout the country who are dedicated to advancing the inclusion of all employees in the workplace.

Diverse workforce

Our goal is for Spire's workforce to reflect the diverse and vibrant communities we serve. To achieve this goal, we track diversity indicators among employees, and we consider diversity when we make hiring and promotional decisions.



Integrity

We believe in doing what's right—every time. Part of honoring our core value of integrity means doing what's right for every Spire employee and providing them with the developmental resources they need to learn and grow.

Developmental assessments

At Spire, we have teams who are certified in building and facilitating developmental seminars—with some even offering continuing education unit credits. These seminars often include assessments like Myers-Briggs, DiSC, StrengthsFinder, emotional intelligence and the Five Behaviors of a Cohesive Team.

Customized training

We also have internal staff available to provide customized training to help employees meet professional development objectives.

Additional offerings

Outside of our internal offerings, we also partner with best-in-class organizations to provide industry-related courses, leadership and management workshops and computer application development seminars.

Tuition assistance

Up to \$6,000 per year is available in tuition assistance for undergraduate and graduate programs for every employee.

Education partnerships

Employees have access to special degree programs and discounted rates at institutions of higher learning. We've established a partnership with Webster University in St. Louis, Missouri and will be introducing other programs at universities across our enterprise.

Spire Learning Center

Through our robust internal learning management system, we provide access to hundreds of online learning courses that focus on technical and soft skills.

Living Spire Behaviors

In March 2018, we further defined who we are and what we believe as a company by introducing our Living Spire Behaviors. To further emphasize that *how* we work is as important as the end result, we've made these behaviors part of our yearly performance evaluation process.

"We always get the job done, but this year, we recognized that how we get the job done is just as important, connecting to people and leaving positive memories as we work."

— Christina Murphy
Senior Specialist,
Talent Development



We collaborate
We reach across boundaries to connect with each other and deliver on our promises. We put teamwork first, knowing that our collective energy makes us stronger.

We care
We create good memories by treating people how we want to be treated. We are inclusive, respectful and kind. We actively create a caring culture that feels like a handshake at the front door.

We advance
We are active learners who never stop looking for ways to innovate and improve ourselves, and our company. We embrace ongoing development and process improvement with passion and tenacity.

We have perspective
We strive to gain additional perspective about Spire's business and the ever-changing energy industry. We know that every employee plays an important role in Spire's success, and we give our best to better understand how to help move the company forward.

Providing comprehensive benefits

We're proud to provide competitive salaries and benefits for our team members. Our benefits are available to employees and their families, including same and opposite sex domestic partners and children.

"I've been with Spire for four years now, and part of what drew me here were the benefits offered to families. My partner is on the Spire health plan, and it's huge for us that he's covered. It helps our entire family rest easy knowing help will be there when we need it."

— Sarah Seigfreid
Senior Safety Specialist



Our comprehensive benefits package includes a variety of health, dental, vision, life and disability plans for our employees to choose from that will fit their individual and family needs. Also included in our overall total rewards package are base pay and incentive pay, plus 401(k) and cash balance plans to allow employees to save and prepare for the future, because we believe in helping employees live healthy, fulfilling lives at work and at home.

Working together

With nearly 60 percent of our workforce covered by a collective bargaining agreement, we highly value having a close partnership with our unions.

We have several committees made up of union members and Spire employees who work together to ensure all of our employees are well taken care of. We meet regularly with union leadership from each respective local to discuss various topics such as employee morale, safety and wellness as well as enhancing operational efficiencies.

“Our close collaboration with Spire is a true partnership. We work together on everything from providing a safe work environment for our members to always operating with integrity and keeping the best interest of the employees in mind.”

— Mark Boyle
Business Manager, Local Union No. 11-6



Nathan H.,
Supervisor, Construction

Our communities

We live and work in the communities we serve. We know the streets. The neighborhoods. The people. These are the places we call home, and we're invested in seeing our communities thrive. Whether that means providing assistance to those in need, or empowering employees to volunteer and give—we're committed to advancing every community we serve.



Serving our communities

Through our Spire Serves program, employees are given the tools and resources they need to support the organizations they care about most.

“Spire Serves, the employee portion of our Corporate Social Responsibility program, is designed to show our communities just how much we care. And while the name Spire Serves is simple, it says a lot about who we are and what we do. We serve others.”

– Vanessa Cooksey
Managing Director,
Communications and Marketing

Paid volunteer time

Every Spire employee receives eight hours of paid time off each year to volunteer in their community. They can choose to volunteer at any qualifying organization they’re passionate about, or head to our robust volunteer portal for a list of organizations we partner with.

Dollars for Doers

In addition to paid time off to volunteer, Spire provides up to \$500 annually for each employee to leverage their volunteer time. Spire’s Dollars for Doers program awards \$100 grants to a nonprofit when a Spire employee volunteers for 10 hours. Up to five grants can be awarded per employee per year.

Matching gifts

Employees also have access to a generous matching gifts program that supports the organizations they support themselves. Each full-time employee may request up to \$2,000 annually from the company to match their own gifts to eligible nonprofit organizations.

In fiscal year 2018, our employee volunteer program grew nearly 50 percent from the prior year, with 850 employees volunteering in their communities in July and August alone.

120 Spire employees generated a total of \$27,000 in Dollars for Doers grants, providing support to 86 nonprofits in fiscal year 2018.

Nearly 180 Spire employees generated matching gifts, giving a total of \$92,885 to 168 nonprofits.

Funding nonprofits

At Spire, our goal is to use our energy in thoughtful ways that reflect who we are as a company and how we hope to carry out our mission. Spire Serves builds on that mission by working with organizations that support the communities where we live and work, using our resources where we know we can have the greatest impact.

Inspiration Teams

To ignite the spirit of volunteerism throughout the entire organization, select employees across the company serve on regional Inspiration Teams. These teams serve on the frontlines, holding monthly meetings to plan and organize volunteer service projects and find new ways to encourage employee participation.

Focus areas

As part of Spire Serves, employees use their energy for good in the areas where we serve. By narrowing the scope of where we dedicate our resources, we’re able to maximize our time and financial investments, having a greater impact in our communities. Our focus areas are health and human services, civic and community development, education and environment. Highlights from each focus area are on the following pages.

In fiscal year 2018, Spire funded 168 organizations, including:

- Pedal the Cause, a cycling event that raises money for cancer research in St. Louis
- Children’s of Alabama, which provides specialized medical care for ill and injured children in Birmingham
- Ronald McDonald House Charities of Kansas City, which keeps sick children close to their families and the care they need
- Camp Rap-A-Hope’s summer camp, an escape for children who have or have had a cancer diagnosis in Mobile
- Lift for Life Gym, an after-school gym for at-risk children in St. Louis



Health and human services

Our hope is that by focusing our energy on health and human services, we can improve the quality of life for the people we serve by providing basics like food, housing and healthcare as well as providing energy education and assistance. Here's a look at just two of the ways we're enhancing lives in our communities.

Rebuilding Together St. Louis

We partnered with this organization to repair homes for those in need throughout the St. Louis area, providing both funding and volunteers.

American Red Cross (Kansas City and St. Louis)

Through funding, board leadership and support for the "Sound the Alarm, Save a Life" home fire prevention campaign, we worked with the American Red Cross to install smoke alarms and provide natural gas safety and evacuation planning.



Civic and community development

Our goal is to contribute to our bright and vibrant communities by taking on projects, such as those highlighted below, that address documented communitywide issues and supporting events that unite neighbors in celebration of community assets, heritage and culture.

Kansas City Metropolitan Crime Commission

This organization brings people and public safety agencies together for a safer, better Kansas City community. By providing funding, we helped refer and enroll 120 clients in its Adopt Prospect Avenue beautification project in a high-crime, high-poverty area of the city.

Concordance Academy

Providing holistic and evidence-driven re-entry services to individuals returning to society from prison, Concordance Academy provides an invaluable service in the St. Louis community. Last year, our multi-year commitment and board leadership helped the academy provide re-entry services in the areas of behavioral health and wellness, education, job readiness and employment, and community and life skills. These efforts led to a reduction of 50 percent in re-imprisonment rates.



Education

We support opportunities for the next generation to succeed by helping K-12 students learn about natural gas safety, introducing them to STEAM education and careers, and by developing Spire's future workforce through collaborations with technical and vocational schools, internships, co-ops and apprenticeships. Here's a look at two of the ways we support education.

Ranken Technical College

In fiscal year 2018, we began developing a co-op program with St. Louis-based Ranken Technical College, a longtime partner and regional leader in technical education. The co-op program will help address the shortage of skilled labor in the region. Launching in fall 2019, the first class will enter Ranken in spring 2020 to pursue a customized associate degree focusing on natural gas service, Spire's mission, values and behaviors.

In addition, since 1980, we have donated \$327,000 to fund capital campaigns, programs, in-kind equipment and scholarships at Ranken. We have also supported Ranken's Collaborative Scholarship Fund with \$50,000 and the Robert C. Jaudes Endowed Scholarship with \$100,000 since 2011 to help more than 100 students complete their college degrees.

Birmingham Zoo

To further education and provide opportunities in the Birmingham community, we partnered with the local zoo, supporting the Spire Zoo School program that aims to inspire passion for the natural world through a hands-on, E-STEM initiative. The Zoo School is offered at no cost to more than 700 participating seventh grade students and teachers from city schools. The program strives to ensure that each Birmingham City School student departs with a greater appreciation for the environment, conservation and recycling, both locally and globally.



Environment

We support the stewardship and preservation of our natural resources by educating our communities on clean energy sources and energy efficiency, and by restoring and protecting open spaces like parks, greenways, trails, natural resources and waterways. These are some of our ongoing projects in support of our environment.

Forest Park Forever

We invested \$250,000 to fund a water re-circulation system for the ponds, lakes and streams in St. Louis' Forest Park—an historic 1,300-acre urban public amenity that was named the best city park by readers of USA Today. The original system used tap water from the city to replenish depleted levels. The new system connects all the waterways and will reduce the need for city tap water by 50 percent. Additionally, by enabling the water to move naturally through the park, it will ensure the longevity of the species supported by the natural urban ecosystem.

Freshwater Land Trust

Central Alabama's Freshwater Land Trust is an innovative driver of transformative conservation, trail and park projects. In 2018, we invested \$60,000 to fund the Red Rock Ridge and Valley Trail System Development that enabled the creation of an estimated six miles of new pedestrian and bike trails within Jefferson County, Alabama. It also supported the necessary groundwork for three future trails in the Red Rock Trail.

Growing local economies

In our mission, we promise to advance the communities we serve. Spire's economic development team works to accomplish that goal by partnering with other organizations, government agencies and consultants to help local businesses grow and attract new businesses and industries to the region.

"When we bring energy to new communities, we're growing more than our business—we're growing local economies. It's all connected. And when our communities succeed, we all succeed. That's what energy does. It provides growth, opportunity and endless potential for the future."

— Nick Popielski
Vice President,
Business and Economic Development

When potential commercial or industrial customers consider a location in a region we serve, we play an important part in their decision by providing them with critical information about our energy infrastructure. By helping to bring new businesses to the region, we're also helping to create new jobs and new opportunities in the communities we serve.

One example of our work in economic development involves a global company in Mobile, Alabama. In need of a more efficient energy source, we worked with global, paper-product giant Kimberly-Clark on an energy solution that would help them manage their energy usage while still achieving their goal of reducing their carbon footprint 20 percent by 2022. Specifically, Kimberly-Clark was interested in installing high-pressure gas lines and a new meter station to fuel a Combined Heat and Power (CHP) unit in the Mobile plant—an investment of \$75 million.

With a CHP unit, electricity is generated when natural gas is heated in a combustion chamber. That heated gas then flows throughout the unit to fuel generators, heaters and steam—all in one system. And it's all done onsite, entirely off the electric grid.

With this technology, we'll help Kimberly-Clark manage their energy efficiently and achieve their environmental goals in what is now Spire's largest CHP project by volume in Alabama in the last 10 years.



We worked with Kimberly-Clark in Mobile, Alabama on an energy solution that will help them reduce their carbon footprint.

Providing energy assistance

We offer programs to help customers who fall behind on monthly payments. And helping customers keep their homes cozy, their showers warm and their meals hot is part of how we care for our communities.

"I recently met a woman who was laid off from her job right before the holidays. She came to a Low Income Home Energy Assistance Program (LIHEAP) event looking for help with her natural gas and electric bills. She sat down, shared her story and we just cried together. Her situation could happen to anyone. And when it does, we want to be there to help."

— Connie Sanchez
Community Services Partner

Payment arrangements

In Missouri, qualified customers are eligible for a payment plan. With this plan, customers pay a percentage of their past due balance upfront, and the rest is divided evenly over the next three months and added to their monthly bill. When the unexpected happens in Alabama and Mississippi, we work with our customers to explore options that best fit their needs.

Payment extensions

For customers on Social Security, sometimes bills and monthly benefit checks aren't in sync, so customers may be eligible for a special payment extension for up to one week.

Extra notification program

For customers who are over the age of 65 or are disabled, this program provides extra notifications when they are at risk of a service disconnection. And, Spire will even call a family member, social services agency, charitable organization or other adult to let them know what's going on before their service is ever interrupted.

Medical emergency program

If a service disconnection could put a customer at risk of a medical emergency, we'll delay a service disconnection for up to 21 days.

Cold weather plan

In Missouri, from Nov. 1 through March 31, eligible customers can enroll in a cold weather plan, based on the Missouri Cold Weather Rule. With this plan, those who have fallen behind on their bills can make an initial payment—then begin a monthly payment plan.

DollarHelp

With help from United Way and local community action agencies, DollarHelp provides grants to help with heating bills. These grants are funded by Spire customers who donate \$1 a month on their heating bill to help their neighbors stay warm all winter. In fiscal year 2018, nearly 5,700 Spire customers donated \$1.67 million to help more than 5,600 local families stay warm¹. Spire matches all donations up to \$150,000 per year.

Equipment repair program

Unexpected appliance repairs can be costly. And when an appliance isn't working correctly, it can be a safety and environmental hazard. So, this program was created to help cover a portion of those repair costs, up to \$1,000 per eligible customer per year.

Over 60 customers received nearly \$20,000 to purchase or repair their appliances in fiscal year 2018.

¹ These figures do not include our Gulf Coast area (Mobile, AL) or Mississippi. Gulf Coast will start participating in DollarHelp in FY19.

Engaging our stakeholders

In order to have full transparency, we regularly engage each of our stakeholders and always welcome questions and feedback.

“As part of the Spire STL Pipeline project, we wanted to work closely with landowners, communicating with them often and being available whenever they had a question. That’s the approach we take with all our work. We always strive for transparency.”

– Russ English
Director, Pipeline Projects



Tod F.,
Manager, Right of Way

Public hearings

Held as part of the utility ratemaking and pipeline permitting and construction processes, these hearings are attended by Spire’s leaders.

Quarterly earnings calls

Designed to engage all our investors, we host quarterly earnings calls as well as semi-annual briefings for our largest shareholders.

Financial aid meetings

These meetings are hosted multiple times each winter to assist customers with identifying resources to pay their energy bills.

Right-of-Way department

We work closely with the local governmental entities of every community we serve to manage any issues that may arise.

Safety department

We train and help prepare first responders to ensure they are educated on natural gas safety.

Environmental department

By working closely with environmental regulatory agencies in each state where we operate, as well as the Environmental Protection Agency, we can address environmental issues.

Our environment

As a provider of natural gas, one of the cleanest fuel sources available, we believe we have both the ability and the responsibility to steward our environment. Using our energy, we can help reduce smog, acid rain and greenhouse gas emissions. So, we're ramping up our environmental efforts, working to sustain our environment for this generation—and the next.



Reducing greenhouse gas emissions

We regularly work with agencies and associations to ensure we’re effectively reducing greenhouse gas, and especially methane emissions. Together, we can have a significant impact on the future of our planet.

“We’re an energy company, so it’s important that we have perspective on the world around us, understand what’s going on and help in any way we can. So, we’ve taken action and worked to reduce greenhouse gas emissions to help protect our planet.”

– Craig Hoferlin
Vice President, Operations Services

Pipeline upgrades program

We have an aggressive program that includes pipeline testing as well as upgrading and replacing cast iron and bare steel pipes with safer, more reliable plastic and upgraded steel. Through this program, we’re able to identify and address potential or existing leaks. In fiscal year 2018, this program resulted in the testing of 15,461 miles of pipeline and the replacement of 382 miles of pipeline across our geographic footprint. Pipeline upgrades enhance safety and reliability and reduce methane emissions. The modernization of our distribution system is a major component behind our capital spending program; which drives our rate base growth and shareholder returns while enhancing system integrity and diminishing our environmental impact.

Committee participation

We actively work with other gas companies by participating in environmental committees led by the American Gas Association, Southern Gas Association and Gas Technology Institute.

Environmental Protection Agency (EPA)

We are active members of the EPA’s Natural Gas STAR Methane Challenge Program. This program builds on the Natural Gas STAR Program, a flexible, voluntary partnership between the EPA and the U.S. oil and natural gas industry that focuses on achieving cost-effective methane reductions from natural gas operations.

Through the Natural Gas STAR Methane Challenge Program, we have a platform to showcase our voluntary pipeline upgrades program currently active in Alabama and Missouri. Aiming to cut emissions, this program has been effectively reducing methane emissions since 2011 and will continue through 2025. Spire’s commitment has been a 2 percent annual reduction since joining the challenge. However, we’ve filed a new commitment with the EPA to meet a 5 percent annual reduction starting in 2019.

Pipeline upgrades program

Estimated miles to be replaced (as of 12/31/18)

	Steel	Cast iron	Vintage plastic	Total	Estimated years to completion
Missouri	1,740	720	-	2,460	15-18 years
Alabama	540	575	280	1,395	15-18 years
Mississippi	445	-	-	445	
Total	2,725	1,295	280	4,300	
% of Total	63%	30%	7%	100%	

Reporting the results

Our environmental team tracks greenhouse gas emissions and leak reduction initiatives, reporting on the results annually.

“A big part of knowing whether you’re living your mission and honoring your goals is having an effective and meaningful way to measure the impact your initiatives have on the world around you.”

– Michelle Piry-Haines
Manager, Environmental Compliance

Environmental impact

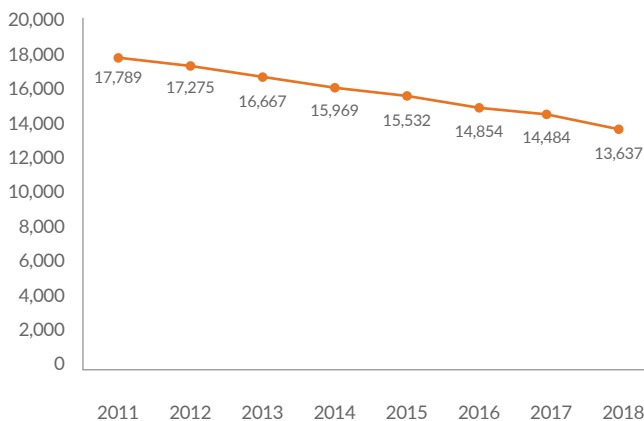
According to the American Gas Association (AGA), residential natural gas consumption accounts for only 4 percent of the total U.S. greenhouse gas emissions. Local distribution companies, such as the utilities in the Spire family, are known as low emitters. Even so, we continue to strive for improvements through infrastructure replacements and other innovations.

Carbon footprint

We are pleased to be considered a low contributor to carbon emissions. Out of 169 local distribution companies (LDCs) reporting to the EPA on carbon dioxide equivalents (CO₂e), Spire’s five utilities account for only 2.98 percent of the CO₂e total from all LDCs reporting and only .021 percent of the CO₂e total from all reporting within the oil and gas industries.

This commitment to our environment is reflected in the chart below, that shows how we’ve reduced methane emissions by 23.34 percent since 2011.

Spire methane reduction



Methane emissions from pipes and services

Year	MO-E	MO-W	AL	Spire	% reduction since 2011
2011	5,499	2,674	9,616	17,789	-
2012	5,211	2,739	9,325	17,275	2.89%
2013	5,074	2,643	8,950	16,667	6.31%
2014	4,918	2,586	8,465	15,969	10.23%
2015	4,771	2,591	8,170	15,532	12.69%
2016	4,588	2,519	7,747	14,854	16.50%
2017	4,319	2,594	7,571	14,484	18.58%
2018	4,024	2,457	7,156	13,637	23.34%

Note: methane emissions reporting is based on a calendar year.

Innovating and sustaining

Every day, we strive to improve our operations and their impact on the natural environment. This is largely done through innovative technologies that allow us to operate affordably and efficiently—while reducing our environmental impact.

“We maintain our momentum by keeping an eye on where we’re headed, and that means testing new ideas. Our new Innovation Center and pipe-sealing robot are just a couple examples of how we’re using forward-looking technologies to lead the way in the energy industry.”

— Suzanne Sitherwood
President and Chief Executive Officer



Natural gas vehicles

Representing 13 percent of our overall fleet, compressed natural gas fuels 302 of our vehicles in service. In addition, 418 vehicles in the Spire fleet are E85 compatible.



Pipe sealing robots

Spire makes use of robots to inspect and seal pipes, minimizing environmental and social impact while increasing worker safety and operational efficiency. The robotic systems allow for significantly fewer excavations, minimizing the community and roadway disruption and the expense associated with this type of work.



Spire's Innovation Center

With a focus on the future, we've invested in an Innovation Center—a creative space where all employees can collaborate, experiment and prototype new ideas centered around serving our customers even better, faster and smarter.

Managing our resources responsibly

Whether we're replacing pipes to improve safety and reduce methane emissions or making sure recycling is available at all our locations, our promise as an energy company is to help our employees and our customers reduce our environmental impact.

"Our commitment to protecting the environment also applies to how and where we do work, ensuring we're operating with sustainability in mind—always."

— Tim Goodson
Vice President, Field Operations

Water

Our natural gas transportation, storage and delivery operations entail a limited use of water, yet we recognize the importance of protecting and preserving this important natural resource. So, we work to be in full compliance with all rules and regulations regarding water management, including the Clean Water Act.

We use limited water for hydrostatic testing of our pipes to stabilize underground storage of natural gas and, on a more limited basis, in our pipe construction. In all cases, we re-purpose water and use best-practice storm water management controls, spill prevention control and countermeasure plans and audits at construction sites.

Recycling

Part of managing our operational impact means paying close attention to how we handle waste. We make efforts to conserve and re-use resources wherever possible. We are also committed to recycling across all facilities, providing opportunities for employees to participate in recycling efforts. We regularly recycle industrial and universal wastes, including fluorescent bulbs, high-efficiency lamps, alkaline batteries and mercury containing equipment.

In fiscal year 2019, we're collecting baseline data on recycling, which will help us establish waste reduction goals to audit and report in the future.

Natural gas safety

As a steward of our environment, it's only responsible that we recognize the risks associated with our industry. And while natural gas is a safe, reliable source of energy, we fully acknowledge that gas transportation, distribution and storage activities inherently involve hazards and operational risks like leaks, accidental explosions, damage caused by third parties and mechanical problems. So, we do everything

we can to mitigate these risks, including regular monitoring of our pipelines by air, vehicle and on foot.

And when natural or man-made disasters strike, we have an emergency planning and training program in place to keep additional disasters from happening.

Offices

Designed by architect Philip Johnson, our primary office building in St. Louis is on the National Register of Historic Places. Bringing sustainable practices to historical buildings is challenging, and we're proud that we answered the challenge, incorporating green design and sustainable construction practices in our renovation of the historic building. These practices resulted in a LEED Gold certification from the United States Green Building Council. Green design and construction features include:

- Extensive use of recycled building materials and materials with low-volatile organic compounds
- Energy-saving LED lighting throughout the building and lighting that maximizes daylight and adjusts based on room usage
- An automated window shade system that adjusts based on light and season
- A water purification system, water-efficient faucets and water bottle filling stations that encourage reusable bottles
- Diversion of more than half of the construction waste from landfills

Also constructed to LEED standards for energy efficiency is Spire's Manchester Service Center, completed in 2017 and located in the St. Louis metropolitan area. This building includes an automation system to remotely track and check main building components, as well as a natural gas variable refrigerant flow system to provide zoned heating and cooling throughout the building.

Helping customers become more energy efficient

We also have a responsibility to help the 1.7 million homes and businesses we serve use their energy wisely. In Alabama, our efforts are focused on customer retention incentives. In Missouri, we do that through specialized programs.

“Our energy efficiency program is a win in so many ways. It’s a win for our customers who save energy and money, it’s a win for our planet since natural gas is clean burning, and it’s a win for us because it accomplishes our business and environmental goals.”

— Shaylyn Dean
Manager, Energy Efficiency Program



Rebates

We offer our customers rebates on natural gas appliances, ranging from \$25-\$100,000 depending on the appliance and whether the need is for a commercial, industrial or residential customer. Our goal is to make it as easy as possible for customers to choose clean-burning natural gas. We even combine rebates with our financing offers.

Weatherization programs

We provide \$1.7 million to community action agencies every year to help customers across the state weatherize their homes. A home that has been weatherized can reduce the average annual fuel usage by 35 percent. Since 1977, more than 200,000 Missouri homes have been weatherized as a part of the statewide program.

We also expanded our energy efficiency program in Missouri, providing rebate incentives to nearly 12,000 eligible residential customers. By growing our program, we were able to help 16 percent more people than last year save money by managing energy efficiently in their homes.

In addition, carbon dioxide reductions related to Spire’s energy efficiency rebate program totaled 199,218 cubic feet.

Our leadership

In order to be an effective corporate citizen, it's vital to have a supportive leadership team who shares in the belief that energy exists to help people. At Spire, we have that leadership, and they support and guide our program.



Mark D.,
Chief Legal and Compliance Officer

Leading responsibly

Our CSR program is made possible by the nearly 3,400 employees who work at Spire, and by the leaders who support and govern the program. At every level of the company, we’re dedicated to advancing the communities and enriching the lives of the people we serve.

“It’s an honor to be the board chair for a company that strives to create value for every stakeholder. Spire’s Board of Directors fully supports this mission and is proud to help guide this meaningful program.”

— Edward L. Glotzbach
Board Chair

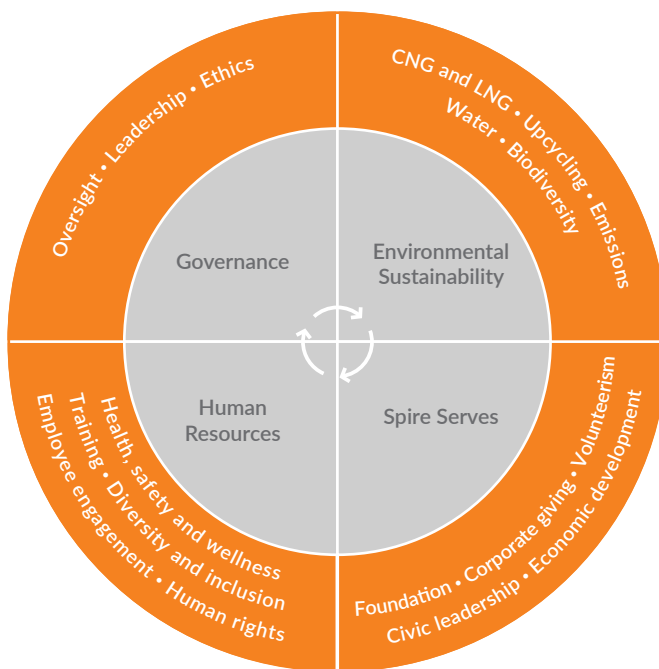
CSR oversight

The board of directors is responsible for overseeing strategy development and execution, risk identification and mitigation and corporate governance at Spire. The executive leadership team (known at Spire as the leadership council), which is led by our president and chief executive officer, is responsible for developing and executing the strategy, identifying and mitigating risks and the day-to-day management of the many businesses across the enterprise. The board performs some of its oversight responsibilities directly, while much of this work is performed through the board’s standing committees—audit, compensation, corporate governance and strategy. Each committee is governed by a charter that describes its responsibilities, and the board and each committee conducts self-evaluations annually.

The leadership council meets multiple times each month to provide business units with guidance, direction and feedback and to ensure alignment of programs and initiatives with the overall strategy and vision for the company. The board and the leadership council together set the ethical tone for the company. Annually, each director and member of the leadership council reviews and agrees to abide by the company’s policies regarding conflict of interest, related party transactions and the code of conduct. Additionally, the chief compliance officer, who administers these policies, requests each employee review and agree to the conflict of interest policy and code of conduct and to identify any potential conflicts annually. All concerns and issues are investigated under the supervision of the chief compliance officer.

Please refer to Spire’s 2018 Proxy Statement for additional information on our leadership and governance practices.

CSR framework



CSR Report approval process

This report was prepared by a subset of Spire’s Corporate Social Responsibility Council (CSR council) and reviewed and approved by the CSR council. The CSR council establishes market budgets and key community partners. They meet quarterly to monitor CSR strategy and implementation. This report was also approved by the leadership council and reviewed with the corporate governance committee of the board of directors.

Creating meaningful engagement

As part of our CSR strategy, we seek meaningful leadership and community engagement roles in every community we serve.



Steve L., Executive Vice President, Chief Operating Officer of Distribution Operations, brings smiles to hundreds of St. Louis-area children by delivering backpacks full of supplies for the school year.

We also invest in key nonprofit partners through the placement of Spire leaders on local, regional and national boards, and when strategically aligned with our CSR focus areas, we follow that investment of time with the investment of dollars. Currently, more than 50 percent of our top 100 leaders serve on a total of 104 nonprofit business and community boards. A few examples of our leadership roles include:

“We have the kind of leaders at Spire who regularly engage with their communities. They’re leveraging the knowledge and connections they have developed to address our communities’ most pressing issues.”

– Ellen Theroff
Corporate Secretary
and Associate General Counsel

Civic Progress

St. Louis

Civic Progress is a group of CEOs from the largest companies in St. Louis that strategically focuses on public safety, education, economic empowerment, infrastructure, innovation, entrepreneurship and regional collaboration, among other initiatives. Civic Progress aims to make St. Louis a more vibrant community, one that is full of opportunity for everyone. Spire’s CEO Suzanne Sitherwood serves as the chair.

Regional Business Council

St. Louis

This council is composed of 100 CEOs representing some of the region’s largest employers that include civic and philanthropic involvement as priorities within their companies. Collectively, members leverage their corporate involvement and investment to act on high-impact business, civic and philanthropic affairs for the betterment of the St. Louis region.

The Civic Council of Greater Kansas City

Kansas City

The Civic Council of Greater Kansas City envisions a regional community characterized by business and civic leadership that is undaunted by local and global challenges and that proactively supports innovation and economic competitiveness, a well-educated citizenry, attractive and well-maintained public spaces, cultural and recreational amenities, a healthy environment, universal mobility and connectivity and effective regional governance and decision making.

Birmingham Business Alliance

Birmingham

The Birmingham Business Alliance seeks to enhance the quality of life for all citizens of the Birmingham region, which includes Bibb, Blount, Chilton, Jefferson, St. Clair, Shelby and Walker counties. As the lead economic development organization for the region, the alliance’s efforts in economic development, public policy, workforce development and image enhancement all work toward a better Birmingham. This group strives to create a unified forum for business and community leaders, cultivate a 21st century workforce and celebrate a thriving region where innovation, progress and growth are commonplace.

Economic Development Partnership of Alabama

Birmingham

The Economic Development Partnership of Alabama is a private, nonprofit organization funded by more than 60 Alabama companies that works to attract, retain and grow jobs in Alabama, while encouraging innovation through its Alabama Launchpad program, which helps early-stage companies start, stay and grow in the state. Our unique structure allows us to work closely with state, regional, corporate and local organizations to collaboratively contribute to Alabama’s economic development success.

Global Reporting Initiative (GRI) index

In preparing this report and the content of the index, we have referenced the following GRI disclosures for their applicability to Spire's business and community investment, as well as the availability of consistent data for reporting purposes.

General disclosures

GRI #	GRI standard title	Disclosure title	Response/location																																																	
102-1	General disclosures	Name of the organization	Spire Inc.																																																	
102-2	General disclosures	Activities, brands, products and services	Spire Corporate Social Responsibility Report: Our company SpireEnergy.com																																																	
102-3	General disclosures	Location of headquarters	Spire Inc. 700 Market Street St. Louis, Missouri 63101 United States																																																	
102-4	General disclosures	Location of operations	United States																																																	
102-5	General disclosures	Ownership and legal form	Spire 2018 Form 10-K: Item 1 – Business Investors.SpireEnergy.com/governance/governance-documents																																																	
102-6	General disclosures	Markets served	Spire Corporate Social Responsibility Report: Our company SpireEnergy.com/county-map-service-areas Spire 2018 Form 10-K: Item 1 – Business																																																	
102-7	General disclosures	Scale of the organization	Spire Corporate Social Responsibility Report: Our company Spire 2018 Form 10-K: Item 1 – Business SpireEnergy.com/investor-story																																																	
102-8	General disclosures	Information on employees and other workers	Spire Corporate Social Responsibility Report: Our people <table border="1"> <thead> <tr> <th></th> <th>MO-E</th> <th>MO-W</th> <th>AL</th> <th>Gulf</th> <th>MS</th> <th>Board</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>82.74%</td> <td>88.46%</td> <td>76.4%</td> <td>81.1%</td> <td>75.76%</td> <td>55.56%</td> </tr> <tr> <td>Female</td> <td>17.26%</td> <td>11.54%</td> <td>23.53%</td> <td>18.9%</td> <td>24.24%</td> <td>44.44%</td> </tr> <tr> <td>Black or African American</td> <td>16.06%</td> <td>12.71%</td> <td>33.37%</td> <td>27.56%</td> <td>33.33%</td> <td>11.11%</td> </tr> <tr> <td>White</td> <td>78.25%</td> <td>81.27%</td> <td>64.59%</td> <td>72.44%</td> <td>66.67%</td> <td>77.78%</td> </tr> <tr> <td>All other</td> <td>5.69%</td> <td>6.02%</td> <td>2.04%</td> <td>0%</td> <td>0%</td> <td>11.11%</td> </tr> <tr> <td>Permanent</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> </tr> </tbody> </table>		MO-E	MO-W	AL	Gulf	MS	Board	Male	82.74%	88.46%	76.4%	81.1%	75.76%	55.56%	Female	17.26%	11.54%	23.53%	18.9%	24.24%	44.44%	Black or African American	16.06%	12.71%	33.37%	27.56%	33.33%	11.11%	White	78.25%	81.27%	64.59%	72.44%	66.67%	77.78%	All other	5.69%	6.02%	2.04%	0%	0%	11.11%	Permanent	100%	100%	100%	100%	100%	100%
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102-11	General disclosures	Precautionary principle or approach	Spire 2018 Form 10-K: Item 1A – Risk Factors Spire Corporate Social Responsibility Report: Our environment Spire Audit Committee Charter																																																	
102-12	General disclosures	External initiatives	Spire Corporate Social Responsibility Report: Our environment																																																	
102-13	General disclosures	Membership of associations	Spire Corporate Social Responsibility Report: Our leadership Spire Corporate Social Responsibility Report: Appendix																																																	
102-14	General disclosures	Statement from senior decision-maker	Spire Corporate Social Responsibility Report: Letter from the CEO																																																	

GRI #	GRI standard title	Disclosure title	Response/location
102-15	General disclosures	Key impacts, risks and opportunities	Spire 2018 Form 10-K: Item 1A – Risk Factors Spire 2018 Form 10-K: Item 7 – Management’s Discussion and Analysis of Financial Condition and Results of Operations
102-16	General disclosures	Values, principles, standards, and norms of behavior	Spire Corporate Social Responsibility Report: Our people Investors.SpireEnergy.com/governance/governance-documents Jobs.SpireEnergy.com/
102-17	General disclosures	Mechanisms for advice and concerns about ethics	Spire Code of Conduct Compliance@SpireEnergy.com Ethics Helpline at 800-886-2553 or reportlineweb.com/Spire Spire 2018 Proxy Statement: Correspondence with the Board
102-18	General disclosures	Governance structure	Spire 2018 Proxy Statement: Governance Spire 2018 Form 10-K: Part III, Item 10 – Directors, Executive Officers and Corporate Governance Investors.SpireEnergy.com/governance/governance-documents
102-19	General disclosures	Delegating authority	Spire Corporate Social Responsibility Report: Our leadership Investors.SpireEnergy.com/governance/governance-documents
102-20	General disclosures	Executive-level responsibility for economic, environmental and social topics	Spire Corporate Social Responsibility Report: Our leadership
102-21	General disclosures	Consulting stakeholders on economic, environmental and social topics	Spire Corporate Social Responsibility Report: Our communities Investors.SpireEnergy.com/governance/committees
102-22	General disclosures	Composition of the highest governance body and its committees	Spire 2018 Proxy Statement
102-23	General disclosures	Chair of the highest governance body	Edward L. Glotzbach Spire 2018 Proxy Statement
102-24	General disclosures	Nominating and selecting the highest governance body	Spire 2018 Proxy Statement Investors.SpireEnergy.com/governance/governance-documents
102-25	General disclosures	Conflicts of interest	Investors.SpireEnergy.com/governance/governance-documents Code of Business Conduct Director Independence Standards Related Party Transactions Financial Code of Ethics
102-26	General disclosures	Role of highest governance body in setting purpose, values and strategy	Spire Corporate Social Responsibility Report: Our leadership Investors.SpireEnergy.com/governance/governance-documents
102-28	General disclosures	Evaluating the highest governance body’s performance	Spire 2018 Proxy Statement
102-29	General disclosures	Identifying and managing economic, environmental and social impacts	Spire Corporate Social Responsibility Report: Our leadership Spire Audit Committee Charter Spire 2018 Form 10-K: Item 1A – Risk Factors Spire 2018 Form 10-K: Item 7 – Management’s Discussion and Analysis of Financial Condition and Results of Operations

GRI #	GRI standard title	Disclosure title	Response/location
102-30	General disclosures	Effectiveness of risk management processes	Spire Corporate Social Responsibility Report: Our leadership Spire Audit Committee Charter Spire 2018 Form 10-K: Item 1A – Risk Factors
102-31	General disclosures	Review of economic, environmental and social topics	Spire Corporate Social Responsibility Report: Our leadership Spire Audit Committee Charter
102-32	General disclosures	Highest governance body's role in sustainability reporting	The Spire Corporate Social Responsibility Report is reviewed by Spire's leadership council and with the corporate governance committee of the board of directors
102-33	General disclosures	Communicating critical concerns	Compliance@SpireEnergy.com Ethics Helpline at 800-886-2553 or reportlineweb.com/Spire Spire 2018 Proxy Statement: Correspondence with the Board
102-35	General disclosures	Remuneration policies	Spire 2018 Proxy Statement, Director's Compensation Executive Compensation
102-36	General disclosures	Process for determining remuneration	Spire 2018 Proxy Statement, Director's Compensation Executive Compensation
102-38	General disclosures	Annual total compensation ratio	Spire 2018 Proxy Statement
102-40	General disclosures	List of stakeholder groups	Spire Corporate Social Responsibility Report: Our communities and organizations listed throughout the report
102-41	General disclosures	Collective bargaining agreements	Spire Corporate Social Responsibility Report: Our people Spire 2018 Form 10-K: Item 1 – Business
102-45	General disclosures	Entities included in the consolidated financial statements	Spire 2018 Form 10-K: Item 1 – Business
102-48	General disclosures	Restatements of information	This is Spire's first CSR report
102-49	General disclosures	Changes in reporting	This is Spire's first CSR report
102-50	General disclosures	Reporting period	Fiscal Year 2018 (October 1, 2017-September 30, 2018)
102-51	General disclosures	Date of most recent report	This is Spire's first CSR report, published May 2019
102-52	General disclosures	Reporting cycle	Spire's intent is to publish a CSR report annually. The content of this report reflects FY18 activities and forward-looking statements.
102-53	General disclosures	Contact point for questions regarding the report	TeamSpire@SpireEnergy.com
102-54	General disclosures	Claims of reporting in accordance with the GRI Standards	This report references the GRI Reporting Standards 2016
102-55	General disclosures	GRI content index	This index

Economic indicators

GRI #	GRI standard title	Disclosure title	Response/location
201-1	Economic performance	Direct economic value generated and distributed	Spire Corporate Social Responsibility Report: Our company Spire 2018 Form 10-K: Part II – Financial review
201-2	Economic performance	Financial implications and other risks and opportunities due to climate change	Spire 2018 Form 10-K: Item 1A – Risk Factors Spire 2018 Form 10-K: Item 7 – Management’s Discussion and Analysis of Financial Condition and Results of Operations
201-3	Economic performance	Defined benefit plan obligations and other retirement plans	Spire 2018 Form 10-K: Part II, Employee Benefits and Postretirement Obligations
201-4	Economic performance	Financial assistance received from government	During 2018, Spire did not receive any tax credits or subsidies; Spire has federal tax credits in the amount of \$443,150 and Missouri tax credits in the amount of \$2,593,855 that have been carried over from prior years
202-1	Economic performance	Ratios of standard entry level wage by gender compared to local minimum wage	100% of Spire employees subject to minimum wage rules make well above minimum wage. Ratio of entry level wage by gender at significant locations of operation to the minimum wage: Spire Alabama (Females - 2.28 / Males - 2.48) Spire Missouri West (Females - 2.64 / Males - 2.15) Spire Missouri East (Females - 2.30 / Males - 2.36) Ratios for Gulf Coast and Mississippi markets are unavailable for FY18 due to recent acquisition.
203-1	Economic performance	Infrastructure investments and services supported	A significant portion of Spire’s investment into nonprofit and civic organizations is available for general operating support. Spire Corporate Social Responsibility Report: Our communities, Our leadership, Our environment
203-2	Economic performance	Significant indirect economic impacts	Spire Corporate Social Responsibility Report: Our communities, Our leadership, Our environment
205-1	Economic performance	Operations assessed for risks related to corruption	Investors.SpireEnergy.com/governance/governance-documents Code of Business Conduct Director Independence Standards Related Party Transactions Financial Code of Ethics
205-2	Economic performance	Communication and training about anti-corruption policies and procedures	Investors.SpireEnergy.com/governance/governance-documents Code of Business Conduct Director Independence Standards Related Party Transactions Financial Code of Ethics
205-3	Economic performance	Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption identified
206-1	Economic performance	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Spire 2018 Form 10-K: Item 3

Environmental indicators

GRI #	GRI standard title	Disclosure title	Response/location
302-1	Energy	Energy consumption within the organization	Spire Corporate Social Responsibility Report: Our environment
302-3	Energy	Energy intensity	Spire Corporate Social Responsibility Report: Our environment
302-4	Energy	Reduction of energy consumption	Spire Corporate Social Responsibility Report: Our environment
305-1	Emissions	Direct (Scope 1) GHG emissions	Spire Corporate Social Responsibility Report: Our environment
305-2	Emissions	Energy indirect (Scope 2) GHG emissions	Spire Corporate Social Responsibility Report: Our environment
305-4	Emissions	GHG emissions intensity	Spire Corporate Social Responsibility Report: Our environment
305-5	Emissions	Reduction of GHG emissions	Spire Corporate Social Responsibility Report: Our environment
305-6	Emissions	Emissions of ozone-depleting substances (ODS)	Spire does not release any ozone depleting substances
305-7	Emissions	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Spire Corporate Social Responsibility Report: Our environment EPA filing subpart NN and W
306-3	Effluents and waste	Significant spills	No significant spills occurred in FY18
306-4	Effluents and waste	Transport of hazardous waste	Spire does not transport hazardous waste and will restage waste when necessary
307-1	Environmental compliance	Non-compliance with environmental laws and regulations	No violations in FY18

Social indicators

GRI #	GRI standard title	Disclosure title	Response/location																																								
			MO-E	MO-W	AL	Gulf	MS																																				
401-1	Employment	New hires and employee turnover	<table border="1"> <thead> <tr> <th></th> <th>MO-E</th> <th>MO-W</th> <th>AL</th> <th>Gulf</th> <th>MS</th> </tr> </thead> <tbody> <tr> <td>New hires – male</td> <td>72.6%</td> <td>76.92%</td> <td>73.85%</td> <td>0%</td> <td>100%</td> </tr> <tr> <td>New hires – female</td> <td>27.4%</td> <td>23.08%</td> <td>26.15%</td> <td>100%</td> <td>0%</td> </tr> <tr> <td>Separations – male</td> <td>74.24%</td> <td>91.3%</td> <td>61.11%</td> <td>47.06%</td> <td>76.92%</td> </tr> <tr> <td>Separations – female</td> <td>25.76%</td> <td>8.7%</td> <td>38.89%</td> <td>52.94%</td> <td>23.08%</td> </tr> </tbody> </table>		MO-E	MO-W	AL	Gulf	MS	New hires – male	72.6%	76.92%	73.85%	0%	100%	New hires – female	27.4%	23.08%	26.15%	100%	0%	Separations – male	74.24%	91.3%	61.11%	47.06%	76.92%	Separations – female	25.76%	8.7%	38.89%	52.94%	23.08%										
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401-2	Employment	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Spire currently does not provide benefits to temporary or part-time employees. However, less than five employees (less than 0.2%) are part-time or temporary.																																								
402-1	Labor / management relations	Minimum notice periods regarding operational changes	Spire has the right to make operational changes in support of providing safe and efficient service to its customers without having to provide notice to unions. However, in the spirit of a collaborative work environment, we have open communication with our union leadership and meet regularly with them to discuss operational changes that impact the workforce.																																								
403-1	Occupational health and safety	Workers representation in formal joint management-worker health and safety committees	100% of Spire employees are represented in joint management-worker health and safety committees																																								
403-2	Occupational health and safety	Types of injury and rates of injury, occupational diseases, lost days, absenteeism, and number of work-related fatalities	<table border="1"> <thead> <tr> <th></th> <th>MO-E</th> <th>MO-W</th> <th>AL</th> <th>Gulf</th> <th>MS</th> </tr> </thead> <tbody> <tr> <td>2014</td> <td>5.12</td> <td>4.00</td> <td>3.14</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td>2015</td> <td>3.45</td> <td>6.11</td> <td>2.66</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td>2016</td> <td>3.37</td> <td>4.21</td> <td>3.80</td> <td>0.95</td> <td>4.55</td> </tr> <tr> <td>2017</td> <td>4.79</td> <td>6.00</td> <td>4.11</td> <td>1.07</td> <td>0</td> </tr> <tr> <td>2018</td> <td>3.04</td> <td>3.88</td> <td>5.56</td> <td>3.96</td> <td>0</td> </tr> </tbody> </table>		MO-E	MO-W	AL	Gulf	MS	2014	5.12	4.00	3.14	N/A	N/A	2015	3.45	6.11	2.66	N/A	N/A	2016	3.37	4.21	3.80	0.95	4.55	2017	4.79	6.00	4.11	1.07	0	2018	3.04	3.88	5.56	3.96	0				
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403-3	Occupational health and safety	Workers with high incidence or high risk of diseases related to their occupation	A high risk or high incidence of work-related disease has not been identified for any Spire work group																																								
403-4	Occupational health and safety	Health and safety topics covered in formal agreements with trade unions	All of Spire's collective bargaining agreements contain provisions related to employees' obligations to comply with safety procedures, the company's support of personal protection equipment (safety glasses and safety boots), and various wellness programs																																								
404-1	Training and education	Average hours of training per year per employee	Spire Corporate Social Responsibility Report: Our people																																								
404-2	Training and education	Programs for upgrading employee skills and transition assistance programs	Spire Corporate Social Responsibility Report: Our people																																								
404-3	Training and education	Percentage of employees receiving regular performance and career development reviews	Spire Corporate Social Responsibility Report: Our people 100% of Spire non-union employees receive an annual performance review																																								

GRI #	GRI standard title	Disclosure title	Response/location																																																	
405-1	Diversity and equal opportunity	Diversity of governance bodies and employees	<p>Spire Corporate Social Responsibility Report: Our people</p> <table border="1"> <thead> <tr> <th></th> <th>MO-E</th> <th>MO-W</th> <th>AL</th> <th>Gulf</th> <th>MS</th> <th>Board</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>82.74%</td> <td>88.46%</td> <td>76.4%</td> <td>81.1%</td> <td>75.76%</td> <td>55.56%</td> </tr> <tr> <td>Female</td> <td>17.26%</td> <td>11.54%</td> <td>23.53%</td> <td>18.9%</td> <td>24.24%</td> <td>44.44%</td> </tr> <tr> <td>Black or African American</td> <td>16.06%</td> <td>12.71%</td> <td>33.37%</td> <td>27.56%</td> <td>33.33%</td> <td>11.11%</td> </tr> <tr> <td>White</td> <td>78.25%</td> <td>81.27%</td> <td>64.59%</td> <td>72.44%</td> <td>66.67%</td> <td>77.78%</td> </tr> <tr> <td>All other</td> <td>5.69%</td> <td>6.02%</td> <td>2.04%</td> <td>0%</td> <td>0%</td> <td>11.11%</td> </tr> <tr> <td>Permanent</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> </tr> </tbody> </table>		MO-E	MO-W	AL	Gulf	MS	Board	Male	82.74%	88.46%	76.4%	81.1%	75.76%	55.56%	Female	17.26%	11.54%	23.53%	18.9%	24.24%	44.44%	Black or African American	16.06%	12.71%	33.37%	27.56%	33.33%	11.11%	White	78.25%	81.27%	64.59%	72.44%	66.67%	77.78%	All other	5.69%	6.02%	2.04%	0%	0%	11.11%	Permanent	100%	100%	100%	100%	100%	100%
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405-2	Diversity and equal opportunity	Ratio of basic salary and remuneration of women to men	<table border="1"> <thead> <tr> <th></th> <th>MO-E</th> <th>MO-W</th> <th>AL</th> <th>Gulf</th> <th>MS</th> </tr> </thead> <tbody> <tr> <td>All</td> <td>\$79,643</td> <td>\$72,532</td> <td>\$68,776</td> <td>\$66,808</td> <td>\$56,617</td> </tr> <tr> <td>Male</td> <td>\$79,439</td> <td>\$72,867</td> <td>\$71,115</td> <td>\$65,747</td> <td>\$59,025</td> </tr> <tr> <td>Female</td> <td>\$80,608</td> <td>\$69,960</td> <td>\$61,512</td> <td>\$71,378</td> <td>\$47,675</td> </tr> </tbody> </table> <p>*MO-E data for females includes CEO's base pay, which for FY18 was \$900,000</p>		MO-E	MO-W	AL	Gulf	MS	All	\$79,643	\$72,532	\$68,776	\$66,808	\$56,617	Male	\$79,439	\$72,867	\$71,115	\$65,747	\$59,025	Female	\$80,608	\$69,960	\$61,512	\$71,378	\$47,675																									
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407-1	Freedom of association and collective bargaining	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Partially reported (company operations only): No violation or significant risk. Employees and suppliers have the right to freedom of association and collective bargaining Code of Business Conduct																																																	
408-1	Child labor	Operations and suppliers at significant risk for incidents of child labor	Partially reported (company operations only): No significant risk in operations for incidents of child labor Code of Business Conduct																																																	
409-1	Forced or compulsory labor	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Partially reported (company operations only): No significant risk in operations and/or our suppliers for incidents of forced or compulsory labor Code of Business Conduct																																																	
411-1	Rights of indigenous peoples	Incidents of violations involving rights of indigenous peoples	There have been no incidents of violations involving the rights of indigenous people Code of Business Conduct																																																	
412-2	Human rights assessment	Employee training on human rights policies or procedures	All employees are required to adhere to Spire's Code of Conduct Code of Business Conduct																																																	
413-1	Local communities	Operations with local community engagement, impact assessments and development programs	Spire Corporate Social Responsibility Report: Our communities, Our leadership SpireEnergy.com/serving-our-communities																																																	
413-2	Local communities	Operations with significant actual and potential negative impacts on local communities	Spire Corporate Social Responsibility Report: Our communities, Our leadership SpireEnergy.com/serving-our-communities																																																	

GRI #	GRI standard title	Disclosure title	Response/location
415-1	Public policy	Political contributions	In its Missouri footprint, Spire sponsors a Political Action Committee (PAC). Spire's PAC contributions are filed quarterly with the Missouri Ethics Commission (Mec.mo.gov/)
417-2	Marketing and labeling	Incidents of non-compliance concerning product and service information and labeling	Spire has not had any non-compliance with regulations and/or voluntary codes
417-3	Marketing and labeling	Incidents of non-compliance concerning marketing communications	Spire has not had any non-compliance with regulations and/or voluntary codes
418-1	Customer privacy	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Spire has not had any substantiated complaints received concerning breaches of customer privacy
419-1	Socioeconomic compliance	Non-compliance with laws and regulations in the social and economic area	Spire has had no significant fines and non-monetary sanctions for non-compliance with laws and/or regulations

Appendix

Membership and charters	39
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Membership and charters

Everywhere we operate, we work to define and implement achievable and practical natural gas solutions. We are a member of many industry associations and are supportive of their efforts to improve industry performance on issues of safety, system reliability and methane escape reduction. Our leaders are active in many committees, helping to shape those agendas and ensure that recommendations and improvements are integrated into our planning and operations. A current list of organizations with whom Spire is involved includes:

Alabama Natural Gas Association	Gas Technology Institute
Alabama One Call Study Commission	Manufacture Alabama
American Association of Blacks in Energy	Mississippi Economic Council
American Gas Association	Mississippi Natural Gas Association
American Public Gas Association	Missouri Association of Natural Gas Operators
Associated Industries of Missouri	Missouri Common Ground Alliance
Association for Corporate Growth	Missouri Economic Development Association
Birmingham Business Alliance	Missouri Energy Initiative
Business Council of Alabama	Missouri One Call Systems
Common Ground Alliance	NACE International
Downtown Mobile Alliance	Operations Technology Development
Economic Development & Community Institute	Southern Economic Development Council
Economic Development Association of Alabama	Southern Gas Association
Economic Development Partnership of Alabama	
Energy Solutions Center	

American Gas Association (AGA)/Edison Electric Institute (EEI) reporting tool

In November 2018, it was announced that the AGA and EEI integrated environmental, social, governance and sustainability (ESG/sustainability) reporting metrics related to natural gas operations into the established ESG/sustainability template, which was originally introduced in August 2018, and encourages voluntary reporting of ESG/sustainability information in both quantitative and qualitative formats.

Participating natural gas distribution companies have been asked to publish their 2017 data. As an active member of the AGA, Spire has taken the progressive step of including its AGA/EEI ESG/sustainability information for 2018 relative to its distribution operations in Alabama, Mississippi and Missouri as an appendix of its inaugural CSR Report.

Parent company:
Spire

Operating company(s):
Spire Alabama
Spire Gulf
Spire Mississippi
Spire Missouri

Business type(s):
Distribution only

State(s) of operation:
Missouri, Alabama, Mississippi

Regulatory environment:
Regulated

Note:

Data from Subpart W Submittals

Data from operating companies are rolled up to the corporate level

Report date:
March 2019

Natural gas distribution

Ref. #	Refer to the "Definitions" column for more information on each metric	2018	Definitions	Comments/additional information
1	Methane emissions and mitigation from distribution mains			
1.1	Number of gas distribution customers	1,696,916		
1.2	Distribution mains in service		These metrics should include all local distribution companies (LDCs) held by the parent company that are above the LDC facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule	
1.2.1	Plastic (miles)	15,208.64		
1.2.2	Cathodically protected steel - bare & coated (miles)	14,515.15		
1.2.3	Unprotected steel - bare & coated (miles)	673.17		
1.2.4	Cast iron / wrought iron - without upgrades (miles)	1,288.65		
1.3	Plan/commitment to replace / upgrade remaining miles of distribution mains (# years to complete)	15.00	These metrics should provide the number of years remaining to take out of service, replace or upgrade cathodically unprotected steel mains, and cast iron/wrought iron mains, consistent with applicable state utility commission authorizations	Spire has reduced the miles of unprotected steel and cast iron mains in service by 14.5% since joining the methane challenge in 2016, an average of 6.9% per year. Since 2014, the average reduction has been 4.8% per year
1.3.1	Unprotected steel (bare & coated)	673.17		
1.3.2	Cast iron / wrought iron	1,288.65		

Ref. #	Refer to the "Definitions" column for more information on each metric	2018	Definitions	Comments/additional information
2	Distribution CO ₂ e fugitive emissions			
2.1	CO ₂ e fugitive methane emissions from gas distribution operations (metric tons)	361,559.22	Fugitive methane emissions (not CO ₂ combustion emissions) stated as CO ₂ e, as reported to EPA under 40 CFR 98, Subpart W, sections 98.236(q)(3)(ix)(C) and (D), 98.236(r)(1)(iv) and (v), and 98.236(r)(2)(v)(A) and (B). This metric should include fugitive methane emissions above the reporting threshold for all natural gas local distribution companies (LDCs) held by the parent company that are above the LDC facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule.	All Spire LDCs are represented in this fugitive methane emission reporting, including Missouri, Alabama and Mississippi
2.2	Natural gas throughput from gas distribution operations in thousands of scf	332,299,785.22	This metric provides gas distribution throughput reported under Subpart W, 40 C.F.R. 98.236(aa)(9)(i) through (iii), as reported on the Subpart W e-GRRT integrated reporting form in the "Facility Overview" worksheet Excel form, gas received (column 1) plus the gas withdrawn (column 2) minus the gas injected into storage (column 3). See screenshot of e-GRRT report provided in template instructions.	
2.3	CO ₂ e fugitive methane emissions rate (metric tons per thousands scf of throughput)	0.0011	2.1 divided by 2.2	

Natural gas transmission and storage

Ref. #	Refer to the "Definitions" column for more information on each metric	2018	Definitions	Comments/additional information
1.2	Transmission pipelines, blow down volumes and fugitive emissions			Not applicable
1.2.1	Total miles of transmission pipeline operated by gas utility (miles)	Not applicable		
1.2.2	Volume of transmission pipeline blow down emissions - outside storage and compression facilities	Not applicable	As reported to EPA under 40 CFR 98, Subpart W	
1.2.2.1	scf natural gas			
1.2.2.3	Metric tons CO ₂ e			
1.3	Underground natural gas storage emissions			
1.3.2	Storage compressor station emissions (metric tons CO ₂ e)	Not applicable	As reported to EPA under 40 CFR 98, Subpart W	Not applicable
1.3.3	Storage facility wellhead component fugitive emissions (metric tons of CO ₂ e)	Not applicable	Utilizing EPA emissions factors, as reported to EPA under Subpart W, 40 CFR 98.236, on the e-GRRRT integrated reporting form, "Equipment Leaks Surveys and Population Counts [98.236 (q, r)]" tab	Not applicable

Ref. #	Refer to the "Definitions" column for more information on each metric	2018	Definitions	Comments/additional information
2	CO2e emissions for transmission and storage compression			
2.1	CO2e emissions for transmission pipelines (metric tons)	Not applicable	CO2 combustion emissions as reported to EPA under 40 CFR 98, Subpart C and methane emissions stated as CO2e as reported under Subpart W	Not applicable
2.2	CO2e emissions for storage facilities (metric tons)	Not applicable	CO2 combustion emissions as reported to EPA under 40 CFR 98, Subpart C and methane emissions stated as CO2e as reported under Subpart W	Spire Storage operations (Wyoming) are not included in this report
3	Conventional air emissions from transmission and storage compression			
3.1	Emissions reported for all permitted sources (minor or major)		The number of permitted sources for conventional emissions may not be the same number of sources reporting under the EPA GHG reporting rule. Companies may wish to describe which, or how many, sources are included in the conventional pollutants data and whether the CO2e data reported includes all of these sources	Spire Storage operations (Wyoming) are not included in this report
3.1.1	NOx (metric tons per year)	0		
3.1.2	VOC (metric tons per year)	0		

Natural gas gathering and boosting

Ref. #	Refer to the "Definitions" column for more information on each metric	2018	Definitions	Comments/additional information
1	Methane emissions			
1.1	Gathering and boosting pipelines, blow down volumes and emissions			Spire has no operations in this sector
1.1.1	Total miles of gathering pipeline operated by gas utility (miles)			
1.1.2	Volume of gathering pipeline blow down emissions (scf)		This metric is collected to support calculations under EPA 40 CFR 98, Subpart W	
1.1.4	Gathering pipeline blow down emissions outside storage and compression facilities (metric tons CO ₂ e)			
2	CO ₂ e combustion emissions for gathering and boosting compression			
2.1	CO ₂ e emissions for gathering and boosting compression stations (metric tons)		CO ₂ combustion emissions as reported to EPA under 40 CFR 98, Subpart C, as directed in Subpart W, 98.232(k)	Spire has no operations in this sector
3	Conventional combustion emissions from gathering and boosting compression			
3.1	Emissions reported for all permitted sources (minor or major)		The number of permitted sources for conventional emissions may not be the same number of sources reporting under the EPA GHG reporting rule. Companies may wish to describe which, or how many, sources are included in the conventional pollutants data and whether the CO ₂ e data reported includes all of these sources	Spire has no operations in this sector
3.1.1	NO _x (metric tons per year)			
3.1.2	VOC (metric tons per year)			

Disclaimer: All information below is being provided on a voluntary basis, and as such, companies may elect to include or exclude any of the topics outlined above and customize the template to their specific needs. The decision to include data for historical and future years is at the discretion of each company and the specific years (e.g., historical baseline) should be chosen as appropriate for each company.

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PHMSA reporting

The Pipeline and Hazardous Materials Safety Administration (PHMSA) is a U.S. Department of Transportation agency. It was created under the Norman Y. Mineta Research and Special Programs Improvement Act (P.L. 108-426) of 2004. PHMSA develops and enforces regulations for the safe, reliable and environmentally sound operation of the nation's 2.6 million-mile pipeline transportation system and the nearly one million daily shipments of hazardous materials by land, sea and air. Spire reports annually to PHMSA. Our 2018 report is included as an appendix to Spire's inaugural CSR Report.

2018 energy summary report

	MO-East	MO-West	Alabama	Gulf	Mississippi	Total
Distribution						
Steel-Coated (Un)	0	0	386	0	0	386
Steel-Coated (Pr)	4,008	3,435	4,494	936	79	12,952
Steel-Bare (Un)	0	0	287	0	0	287
Steel-Bare (Pr)	25	847	247	0	444	1,563
Cast Iron	477	241	509	62	0	1,289
Plastic PVC	0	0	0	0	0	0
Plastic PE	4,215	4,330	5,183	1,269	212	15,208
Plastic ABS	0	0	0	0	0	0
Plastic Other	0	0	0	0	0	0
Other	0	0	22	0	0	22
Total	8,725	8,853	11,129	2,267	735	31,709

	MO-East	MO-West	Alabama	Gulf	Mississippi	Total
Historicals						
Pre-40s	527	855	173	26	0	1,581
40s	106	140	303	29	0	579
50s	1,066	791	1,701	239	0	3,798
60s	1,867	1,664	1,560	256	0	5,346
70s	1,224	1,041	1,263	195	0	3,723
80s	953	928	1,334	214	0	3,428
90s	1,375	1,312	1,859	676	0	5,222
00s	874	1,148	1,485	350	50	3,907
10s	701	969	1,042	281	36	3,029
Unknown	33	5	409	0	650	1,096
Total	8,725	8,853	11,129	2,266	735	31,709
Steel Services	106,596	31,546	244,565	24,814	15,384	422,905
Plastic Services	459,674	479,610	305,199	83,909	7,054	1,335,446
Total Services	566,270	511,156	549,764	108,723	22,438	1,758,351
EFVs Installed (YR)	11,279	17,314	16,523	1,831	216	47,163
EFVs Installed (Sys)	78,074	76,775	148,431	32,860	1,616	337,756
Mechanical Fitting Failures	317	79	145	4	1	546
L&U	0	0	0	0	0	0

Miles of transmission pipeline

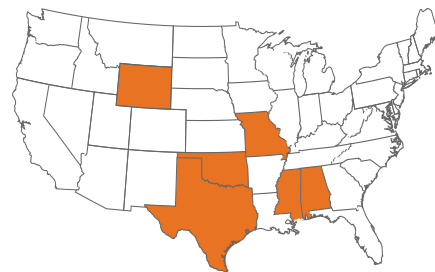
	MO-East	MO-West	Alabama	Gulf	Storage	Total
Historicals						
Pre-40s	2	0	0	0	0	2
40s	0	10	2	0	0	12
50s	65	13	11	0	0	89
60s	88	8	33	0	0	129
70s	11	1	31	14	0	57
80s	18	4	114	11	0	148
90s	35	4	8	15	0	62
00s	7	2	24	7	0	39
10s	2	4	2	3	18	29
Unknown	1	0	0	0	0	1
Total	229	46	226	49	18	568
Diameter						
< 6"	1	0	4	0	0	5
6" thru 10"	19	0	68	22	8	117
>10" thru 20"	167	38	154	27	10	396
>20" thru 28"	27	8	0	0	0	35
>28"	15	0	0	0	0	15
Total	229	46	226	49	18	568

	MO-East	MO-West	Alabama	Gulf	Storage	Total
Class location						
Class 1 HCA	0	0	0	0	0	0
Class 1 Non-HCA	0	22	58	23	18	121
Class 2 HCA	1	0	2	0	0	3
Class 2 Non-HCA	40	3	68	14	0	124
Class 3 HCA	133	7	23	6	0	168
Class 3 Non-HCA	56	15	70	6	0	146
Class 4 HCA	0	0	1	0	0	1
Class 4 Non-HCA	0	0	1	0	0	1
<i>Total HCA Miles</i>	133	7	26	6	0	172
Total	229	46	226	49	18	568

Pipe material						
Steel-Coated (Un)	0	0	0	0	0	0
Steel-Coated (Pr)	229	46	226	49	18	568
Steel-Bare (Un)	0	0	0	0	0	0
Steel-Bare (Pr)	0	0	0	0	0	0
Cast Iron	0	0	0	0	0	0
Plastic	0	0	0	0	0	0
Composite	0	0	0	0	0	0
Other	0	0	0	0	0	0
Total	229	46	226	49	18	568

Our company

At Spire (NYSE: SR), we believe energy exists to help make people's lives better. It's a simple idea, but one that's at the heart of our company. Every day we serve 1.7 million homes and businesses making us the fifth largest publicly traded natural gas company in the country. We help families and business owners fuel their daily lives through our gas utilities serving Alabama, Mississippi and Missouri. Our gas-related businesses include Spire Marketing, Spire STL Pipeline and Spire Storage. We are committed to transforming our business and pursuing growth through 1) growing organically, 2) investing in infrastructure, 3) acquiring and integrating, and 4) focusing on innovation and technology.



2018 highlights

Fiscal years ended September 30	2018	2017	2016
Earnings and dividends (millions, except per share amounts)			
Net income	\$ 214.2	\$ 161.6	\$ 144.2
Diluted earnings per share of common stock	\$ 4.33	\$ 3.43	\$ 3.24
Net economic earnings*	\$ 183.7	\$ 167.6	\$ 149.1
Net economic earnings per share of common stock*	\$ 3.72	\$ 3.56	\$ 3.42
Dividends declared per share of common stock	\$ 2.25	\$ 2.10	\$ 1.96
Operating revenues (millions)			
Gas Utility	\$1,888.0	\$1,660.0	\$1,457.2
Gas Marketing and other	77.0	80.7	80.1
Total operating revenues	\$1,965.0	\$1,740.7	\$1,537.3
Utility sales and customers (thousands)			
Therms sold and transported	3,330.4	2,968.6	2,565.6
Customers	1,692.8	1,685.5	1,678.7
Shareholders			
Common shareholders of record, end of period	3,096	3,240	3,428
Employees			
Total employees, end of period	3,366	3,279	3,296

*For further discussion of these non-GAAP financial measures, see pages 29-30 of our Form 10-K.

