

Supplier Diversity

Policy Statement

Our Commitment

Cascade Energy partners with many small and diverse business enterprises to help us advance our goal of making industry more efficient. Through our Supplier Diversity Program, we strive to increase these partnerships and collaborate with more small and diverse business enterprises as vendors and sub-contractors. The majority of our clients value, encourage, and in some cases, require a robust diversity plan and a diverse team in their proposal requests for Cascade's services. We seek partners and clients that share Cascade's values regarding diversity.

We recognize that having a diverse supplier pool is a competitive advantage and a powerful business tool. Our mission is to proactively identify, build relationships with, and purchase goods and services from small businesses and enterprises owned by disabled individuals, minorities, women, veterans, service disabled veterans, and LGBT individuals, and partner with them for the long term.

We are committed to ensuring that diverse suppliers have an equal opportunity to be included in our strategic sourcing and procurement process. Companies that seek to do business with us must demonstrate their ability to add value and provide high-quality goods and services that are competitively priced, reliable, and aligned with our superior level of service.

Our Objective

Our goal is to achieve 20% of our total company supplier, vendor, and subcontractor expenditure toward those qualifying as diverse businesses.

To help us achieve this goal, we will:

- Seek and identify diverse suppliers that can provide competitive, high-quality goods and services.
- Invite diverse suppliers to participate in our strategic sourcing and procurement process.
- Communicate the value of supplier diversity within Cascade, as well as with our partners, clients, and stakeholders.
- Leverage a diverse supplier network to meet our clients' supplier diversity requirements.
- Measure program success based upon our ability to meet these objectives.

Program Overview

Our Program

The foundation of our program consists of internal and external deliverables to help ensure program success for all Cascade stakeholders. These include:

- **Dedicated Support**
Our Vice President of Internal Operations is responsible for the oversight of this program, and provides direction to the individual tasked with the ongoing management of the program. In addition, the Cascade Energy Board and Leadership Team fully support the program.
- **Clear Objectives**
We have established company and departmental goals that support our overall diversity strategy.
- **Tracking and Reporting**
We conduct quarterly monitoring toward achieving our supplier diversity goals with a strong emphasis on continuous improvement. Results are shared annually on our public website and our company intranet.
- **Outreach**
We seek to build a diverse supplier network by identifying organizations that serve them, as well as those agencies that provide diversity certification.
- **Communications**
We share our Supplier Diversity Policy and Program openly, including with our employees and management, with the diverse suppliers we seek to partner with, and with the community at large.
- **Priority**
The Vice President of Internal Operations conducts regular meetings with the ownership and executive team to help reinforce the importance and urgency of our efforts.

Requests for further information about our Supplier Diversity Policy and Program can be directed to Glen Thomas, Vice President of Internal Operations.