

Supplier Diversity Program

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. Cascade has committed to using its market power to boost traditionally marginalized small and diverse enterprises in our business community while advancing 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 subcontractors. 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, racial and ethnic minorities, women, veterans, and LGBTQ+ individuals, and to 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 goals are formed to identify business areas with opportunities for new suppliers, and to increase both the amount of money we are spending with diverse suppliers and the number of diverse suppliers with which we do business.

1-Year Goals (2021)

Cascade Energy Spend

- *Achieve 33% of total Program Spend with DBEs.*
 - *Increase top ten highest-spend subcontractors to have 50% (5) as DBEs.*
 - *Double total number of diverse vendors working with internal teams from 5 to 10*
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3-Year Goals (2023)

Cascade Energy Spend

- Increase to 40% of total Program Spend with DBEs.
 - Maintain 50% of Top 10 highest spend subcontractors as DBEs.
 - Double again total number of diverse vendors working with internal teams from 10 to 20.
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To help us achieve these goals, 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

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

- **Dedicated Internal Support**
Our Vice President of Technology and 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. The program manager is charged with providing robust assistance to internal departments and teams seeking suppliers.
- **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 development. An annual survey helps us identify diverse businesses in our supplier pool. Results of the survey and spend tracking are shared annually on our public website and our company intranet.
- **Outreach**
We seek to build a diverse supplier network by identifying and working with organizations that serve them, as well as those governmental agencies and non-profits that provide diversity certification. The program manager provides research and outreach support to assist company departments with identifying supplier opportunities and locating competitive DBE companies to fulfill these needs.
- **Communications**

We share our Supplier Diversity Policy and Program openly, including with our employees and management, with the diverse suppliers with which we seek to partner, and with the community at large.

- **Supplier Support**

We work with our supplier pool to increase opportunities and assist with certification processes.

- **Priority**

The Vice President of Technology and Internal Operations conducts regular meetings with the ownership and executive team to reinforce the importance and urgency of our efforts.

Requests for further information about our Supplier Diversity Policy and Program can be directed to [Jaime Hartmann](#) in the Legal Department.