



2024

SUPPLIER DIVERSITY POLICY AND PROGRAM

OUR COMMITMENT

Cascade Energy partners with many small and diverse business enterprises (DBEs) to help advance our goal of making industry more efficient. We are committed to using our market power to boost traditionally marginalized, diverse enterprises in our business community while advancing this goal. Through our [Supplier Diversity Program](#), we strive to increase these partnerships and collaborate with more DBEs as vendors and subcontractors. Our clients value, encourage, and sometimes require a diverse working team and a robust plan from their contractors like Cascade to improve diversity in their program delivery. We seek partners and clients that share Cascade's values regarding diversity, equity, inclusion, and accessibility.

We recognize that having a diverse supplier pool is a competitive advantage and a powerful business strategy. Our mission is to proactively identify and purchase goods and services from small businesses owned or operated by people from historically marginalized groups. During this process, we strive to build long-term, sustainable, and mutually beneficial relationships with these businesses. 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 Supplier Diversity Policy and Program are intended to identify business areas with opportunities for new suppliers, increase the amount of money we are spending with diverse suppliers, and grow the number of diverse suppliers with which we do business.

To help us achieve these objectives, we will:

- Research, identify, and compile information about 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 and 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 includes internal and external activities to help ensure success. These activities include:

Dedicated internal support

Cascade's Board of Directors and Leadership Team endorse our Supplier Diversity Program, and our Vice President of Technology and Internal Operations oversees the program and provides direction for its ongoing management. The program provides robust direction and assistance to internal departments and teams seeking suppliers.

Clear objectives

We have company and departmental goals that support our overall DBE supplier strategy.

Tracking and reporting

We assess our progress toward achieving our DBE spend goals quarterly, with a strong emphasis on continuous improvement and development. An annual survey helps us identify qualified DBEs in our supplier pool. We share DBE survey and spend results annually on our public website and our company intranet.

Outreach

We seek to build a diverse supplier network by identifying organizations that provide DBE support, including diversity certification, and fostering collaboration between such businesses and our DBE partners. Our business development and program delivery managers provide research and outreach support to assist with identifying supplier opportunities and locating qualified DBE companies to fulfill these needs.

Communications

We share our Supplier Diversity Policy and Program with our employees, our clients, the diverse suppliers with which we seek to partner, and members of the communities in which we live and work.

Supplier support

We work with our supplier pool to increase opportunities and assist with DBE certification processes. Cascade helps small contractors in its network build capacity by engaging in supportive, practical, detailed dialogue during the contracting process about topics like information security, safety, insurance, and non-discrimination. Support we have offered since 2018 includes 1) an information security review and gap analysis plus practical suggestions for addressing gaps; 2) a practical guide for technology start-up; 3) defining reasonable insurance requirements and helping source cost-effective coverage; and 4) offering training regarding the prevention of discrimination and harassment.

Priority

The Vice President of Technology and Internal Operations is responsible for ensuring the importance and relevancy of our Supplier Diversity Program is well understood and visible to our Board of Directors and Leadership Teams.

Requests for further information about our Supplier Diversity Policy and Program can be directed to barbara.dusicka@cascadeenergy.com.
