

# SUPPLIER DIVERSITY AT CUPERTINO ELECTRIC



## PROGRAM VISION

To lead in supplier diversity engagement in the markets where we perform work, including energy, commercial/public infrastructure, and data center markets.

## PROGRAM MISSION

At every level within our organization, CEI strives to continuously improve our supplier diversity engagement by employing innovative solutions that incorporate our company goals and the goals of our partners. By creating sound, diverse business relationships, we create economic opportunities and strengthen the viability of our partner and supplier ecosystem by remaining competitive and innovative.

## CORPORATE COMMITMENT

Cupertino Electric, Inc. (CEI) is committed to supplier diversity, as it is fundamental to our ability to deliver our vision of providing power and possibilities to customers and the community. Inclusiveness provides genuine business opportunities to suppliers who are under-utilized, and diversifying our vendor base enhances competition among suppliers, which helps drive innovative solutions, improves reliability and lowers costs. We believe supplier diversity and inclusion is integral to our overall procurement and corporate sustainability efforts. Our leadership team continues to make identifying, qualifying, and mentoring new diverse suppliers a top priority of the company.

## POLICY STATEMENT

It is CEI's policy to ensure that certified Minority, Women and Disabled-Veteran Business Enterprises (MWDVBE), Disability-owned Business Enterprises (DOBE) and Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE) participate broadly as partners and suppliers to CEI, while delivering quality, service and price using the highest ethical and professional standards. We continue to grow mutually beneficial business relationships with diverse businesses that can meet or exceed CEI's requirements for products and services. We believe that to remain competitive, we must seek out innovative ideas, technologies, products, and alliances. The energy and creativity generated by diverse companies helps maintain our competitive advantage. Helping diverse business partners succeed fuels our success. All procurement personnel are empowered to carry out the practices outlined in this policy and are personally committed to integrating this diversity approach into our business strategies, procedures, and community outreach efforts.

# SUPPLIER DIVERSITY AT CEI

## 2024 GOALS

# 10%

DBE supplier spend  
as percent of  
corporate spend

# 10%

increase in new  
DBE suppliers

## PERFORMANCE TARGETS

We believe setting objectives and benchmarks for supplier diversity is crucial to the growth and success of our program. Developing targets strengthens our commitment to supplier diversity and helps us assess our progress and improvement.

In 2023, CEI grew its diverse supplier network by 7.5% and nearly doubled its diversity spend goal with a 9.3% diversity spend amount reported for the year.

Our goals for the 2024 calendar year are to achieve:

1. A 10% Diverse Business Enterprise (DBE) supplier spend as a portion of total corporate spend.
2. A 10% increase in new DBE suppliers corporate-wide.

## REPORTING AND MONITORING

Cupertino Electric measures and analyzes corporate-wide diversity spend across our divisions with varying levels of granularity. Data is collected in our vendor management and purchase order systems to measure progress against diversity goals and identify improvement opportunities. This information is used to educate employees, diverse suppliers and the community on our supplier diversity achievements.

## CONTINUOUS IMPROVEMENT

Continuous improvement is a cornerstone of our business. On a quarterly basis, our management team assesses our supplier diversity performance and adds or extends goals as necessary to foster continued growth of the program. We set annual targets based on trends related to our performance to push our organization to greater levels of success.





# SUPPLIER DIVERSITY AT CEI

## SUPPLIER DEVELOPMENT

CEI is prioritizing Supplier Diversity and creating an enhanced Supplier Diversity Development Program that will involve:

- Increasing access to new diverse suppliers and expanding the products and services provided by existing diverse suppliers.
- Identifying, engaging, coaching, and inviting diverse suppliers to register with CEI.
- Developing documentation and training material to guide new suppliers with their journey to becoming qualified to do business with CEI.
- Promoting new suppliers, and new capabilities of existing suppliers, internally with decision makers.
- Creating an outreach program that promotes and prioritizes Supplier Diversity at industry events and summits, and invites suppliers to join the CEI DBE network that connects employees to diverse suppliers.

## SUPPLIER DIVERSITY EMPLOYEE TRAINING

Each year decision makers are trained about CEI commitment to diversity, and plan performance and process are reviewed. Supplier diversity is part of annual diversity training for all employees.

## SUPPLIER DIVERSITY OUTREACH

Part of CEI's outreach strategy is focused around hosting, sponsoring and attending outreach events to further connect CEI employees with an expanding network of DBE organizations in the industry.

