

COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION



In 2020, CEI engaged a consultant to help build a long-term, sustainable Diversity, Equity and Inclusion (DEI) strategy and framework that will drive a more diverse and inclusive workforce at all levels of the company.

CEI's DEI focus is on assessing where we are today, and establishing a multi-year strategy that allows us to get to where we want to be in the future. Some specific steps we've taken to date include:

REQUIRED DEI TRAINING

- Using a custom video within the company's Learning Management System, CEI has mandated DEI training for all new employees during the on-boarding phase.
- All existing employees at CEI are undergoing mandatory DEI training.

TALENT ACQUISITION STRATEGY

CEI partnered with Mogul, an innovative talent acquisition platform that helps companies attract, source and hire diverse employment candidates.

UPDATES TO ANTI-HARASSMENT & ANTI-DISCRIMINATION POLICY

- CEI's updated Anti-Harassment and Anti-Discrimination Policy includes clearer expectations, outlines accountability and lists even more avenues to address issues.
- CEI has established a dedicated email/phone number to report concerns, in addition to traditional channels.