

COMMITMENT TO DIVERSITY AND INCLUSION



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

CEI's D&I 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:

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.

TRAINING

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

EQUITY COMMITTEE

CEI established an employee-based Equity Committee led by an executive sponsor that spans various roles, levels and backgrounds within the company to help drive D&I initiatives.

SIGNAGE

CEI makes available signage for all jobsites that states our anti-harassment and discrimination stance and outlines our policy of welcoming all people, regardless of background or culture.