

## **Inclusive and Sustainable Workforce Policy**

### **Overview and Purpose**

Peninsula Clean Energy recognizes that an inclusive and sustainable workforce helps Peninsula Clean Energy meet its core mission and goals more effectively by:

- Serving our customers in a culturally sensitive manner; and
- Reflecting the community we serve and the businesses with which we partner.

Peninsula Clean Energy strives to have a workforce that is as inclusive as the communities it serves. Additionally, Peninsula Clean Energy strives to create employment opportunities to help build and sustain healthy and sustainable communities.

This policy, Inclusive and Sustainable Workforce, along with Policy Number 22, Diversity, Equity, Accessibility, and Inclusion (DEAI) represent Peninsula Clean Energy's commitment to its strategic goal of "ensuring organizational excellence by adhering to sustainable business practices and fostering a workplace culture of innovation, diversity, equity, accessibility, inclusion, transparency, and integrity".

### **1. Inclusive Workforce**

#### **a. Peninsula Clean Energy Staff**

- i. Peninsula Clean Energy relies on its employees to provide clean, cost-effective, alternative energy to its customers. These customers live in diverse communities, and an inclusive workforce comprised of staff who reflect and are invested in these communities allows Peninsula Clean Energy to serve them more effectively. An inclusive staff also provides good jobs for people from diverse communities.
- ii. To help maintain and strengthen Peninsula Clean Energy's inclusive staff, Peninsula Clean Energy will:
- iii. Engage in broad outreach efforts in diverse communities, including disadvantaged and low-income communities, to ensure a diverse pool of candidates for open positions;
- iv. Provide fair compensation that aligns with regional market indicators for compensation levels for each position;
- v. Be transparent about these practices and lessons learned; and
- vi. Provide contact information for staff who can answer questions about this policy.

#### **b. Supply Chain**

- i. Peninsula Clean Energy's commitment to inclusion also extends to its supply chain. Where and from whom Peninsula Clean Energy purchases goods and services have important consequences for businesses, customers, and their

communities. An inclusive supply chain is an important driver for successful delivery of Peninsula Clean Energy's services to its customers, and of fair and equitable economic development generally.

- ii. To help ensure an inclusive supply chain, Peninsula Clean Energy will:
- iii. Strive to use local businesses and provide fair compensation in the purchase of services and supplies;
- iv. Proactively seek services from local businesses and from businesses that have been Green Business certified and/or are taking steps to protect the environment;
- v. Engage in efforts to reach diverse communities to ensure an inclusive pool of potential suppliers;
- vi. Request information from suppliers and contractors on the inclusivity and diversity in their business ownership, including their status as a woman, minority, disabled veteran, LGBT and/or persons with disabilities owned business enterprise;
- vii. Include questions about supplier inclusivity in requests for proposals (RFPs) for services;
- viii. Encourage reporting from developers and large vendors on inclusivity in business staff;
- ix. Require developers abide by our Supply Chain Code of Conduct, derived from the United Nations Guiding Principles on Business and Human Rights, the Core Conventions of the International Labour Organization ("ILO"), including the ILO Declaration on Fundamental Principles and Rights at Work, the Solar Energy Industries Association Solar Industry Commitment to Environmental and Social Responsibility, and the Responsible Business Alliance Code of Conduct, attached herein as Attachment A of this policy;
- x. Be transparent about these practices and lessons learned; and
- xi. Provide contact information for staff who can answer questions about this policy.

c. Inclusive Business Practices

To fulfill its core mission to provide energy choices to the diverse residents and communities of San Mateo County and the City of Los Banos, Peninsula Clean Energy must ensure that its services and information are accessible to all communities. Accordingly, Peninsula Clean Energy will:

- i. Strive to provide information on Peninsula Clean Energy's services in the multiple languages commonly spoken in Peninsula Clean Energy's service area (including mailers, tabling materials, customer service, call center, workshops and outreach events, advertisements, and other means of customer engagement);
- ii. Conduct marketing and outreach in diverse communities (including advertising in minority-owned media, establishing partnerships with community organizations, and using various media, such as radio and television) to increase awareness of Peninsula Clean Energy's services and programs;
- iii. Strive to attend important multi-cultural community events with multi-lingual materials and speakers;
- iv. Share information about activities and initiatives that promote inclusion, access, and diverse engagement in the community.

d. Non-Discrimination Pledge

Peninsula Clean Energy will not discriminate, and will require that its suppliers do not discriminate, on the basis of race, color, national origin, ancestry, age, disability (physical

or mental), sex, sexual orientation, gender identity, marital or domestic partner status, religion, political beliefs or affiliation, familial or parental status (including pregnancy), medical condition (cancer-related), military service, or genetic information.

## **2. Sustainable Workforce**

### **a. Compensation and Workforce Opportunities**

Support of local businesses, union labor and apprenticeship and pre-apprenticeship programs that create employment opportunities are important components of building and sustaining healthy and sustainable communities. It is in the interest of Peninsula Clean Energy to provide fair compensation and sustainable workforce opportunities within a framework of competitive service and the promotion of renewable energy, energy efficiency and greenhouse gas reduction.

Peninsula Clean Energy recognizes the importance of locally-generated renewable energy in assuring that California is provided with (1) adequate supplies of renewable energy for economic growth, (2) sustained local job opportunities and job creation, and (3) effective means to reduce the impacts of greenhouse gas emissions. Peninsula Clean Energy also recognizes the opportunities that energy programs provide for local workforce training and employment.

Peninsula Clean Energy supports fair compensation in direct hiring, renewable development projects, energy programs and in procurement of Peninsula Clean Energy services and supplies. Peninsula Clean Energy also supports quality State of California approved apprenticeship and pre-apprenticeship training programs in construction craft occupations to foster long-term, fairly compensated employment opportunities for program graduates and believes that local apprenticeship and pre- apprenticeship programs are an efficient vehicle for delivering quality training in construction in industry craft occupations.

### **b. Sustainable Workforce Objectives**

Peninsula Clean Energy therefore desires to facilitate and accomplish the following objectives:

- i. Support for and direct use of local businesses;
- ii. Support for and direct use of union members from multiple trades including support for and use of training and State of California approved apprenticeship programs, and pre-apprenticeship programs from within Peninsula Clean Energy's service territory; and
- iii. Support for and direct use of green and sustainable businesses.

"Local" is defined as:

- i. San Mateo County and the City of Los Banos;
- ii. Nine Bay Area Counties (Alameda, Contra Costa, Marin, Napa, San Mateo, San Francisco, Santa Clara, Solano, Sonoma) and the County of Merced;

- iii. Northern California and the Central Valley; and
- iv. California.

Preference will be given first to San Mateo County and the City of Los Banos; second, to the Nine Bay Area Counties and the County of Merced; third, to Northern California and the Central Valley; fourth, to California.

Peninsula Clean Energy will support the objectives stated above in the following ways:

c. Peninsula Clean Energy Power Purchase Agreements with Third Parties

Peninsula Clean Energy shall collect information from respondents to any bidding and/or RFP/RFQ process regarding past, current and/or planned efforts by project developers and their contractors to:

- i. Employ workers and use businesses from the Peninsula Clean Energy service territory.
- ii. Employ properly licensed (A, B, C10, C7, C46) contractors and California Certified electricians.
- iii. Utilize multi-trade project labor agreements on the proposed project or any prior project developments.
- iv. Utilize local apprentices, particularly graduates of local pre-apprenticeship programs.
- v. Pay workers the correct prevailing wage rates for each craft, classification and type of work performed.
- vi. Display a poster at jobsites informing workers of prevailing wage requirements.
- vii. Provide workers compensation coverage to on-site workers.
- viii. Support and use State of California approved apprenticeship programs.

Relevant information submitted by proposers will be used to evaluate potential workforce impacts of proposed projects with the goal of promoting fair compensation, fair worker treatment, multi-trade collaboration, and support of the existing wage base in local communities where contracted projects will be located.

d. Peninsula Clean Energy Owned Generation Projects

Any Peninsula Clean Energy-owned renewable development project shall prioritize and give preference to local businesses, union labor, and apprenticeship programs through multi-trade agreements and/or through multiple agreements for work. Each construction contractor or subcontractor performing work on any Peninsula Clean Energy-owned project shall prioritize and give preference to a combination of local labor, union labor and apprenticeship programs, and shall follow fair compensation practices, including proper assignment of work to crafts that traditionally perform the work. For each renewable energy project with a maximum net output of at least 1 MW (ac), Peninsula Clean Energy, its construction contractor and subcontractors shall prioritize and give preference to:

- i. Require of its regular workforce working on the construction of such project that at least 50% of all "journey level" employees shall be graduates of a State of California approved apprenticeship program; and
- ii. Require that its regular workforce working on the construction of such project shall be in conformance with all state and federal apprenticeship requirements, including satisfying the requirements set forth in Section 45(b)(8) of the Internal Revenue Code of 1986, as amended (taking into account the guidance issued by the Internal

Revenue Service in Notice 2022-61, and any subsequent or additional guidance, including issued treasury regulations); and

- iii. Require that the percentage of its regular workforce working on the construction of such project enrolled and participating in a local State of California approved apprenticeship program be the greater of at least 20% or the percentage required by clause (2) above. Apprenticeship programs must be approved by the State Department of Apprenticeship Standards.

e. Peninsula Clean Energy Programs

Peninsula Clean Energy shall use best efforts to support local businesses, union labor, and local apprenticeship programs in the implementation of its energy programs. Peninsula Clean Energy shall use best efforts to ensure each construction contractor or subcontractor performing work on any Peninsula Clean Energy program utilize local businesses, union labor, local apprenticeship, and fair compensation practices in program implementation including proper assignment of work to crafts that traditionally perform the work.