



## Business Classification:

Copper State is a certified Women's Business Enterprise, certification # WBE1702190.



October 2023

# Diversity, Equity, and Inclusion (DEI)

**1. Introduction:** At Copper State, we are committed to fostering a diverse, equitable, and inclusive workplace. We believe that diversity of thought, background, and experiences leads to innovation, creativity, and enhanced problem-solving. We are dedicated to creating an environment where all employees are valued, respected, and have equal opportunities for growth and success.

**2. Our Commitment:** We commit to:

- Promote a culture of inclusion where every individual, regardless of their background, feels welcome, valued, and respected.
- Uphold the principles of equity, ensuring that all employees have access to the same opportunities, resources, and support.
- Create a diverse workforce that reflects the communities in which we operate and our customer base.
- Eliminate discrimination, harassment, and bias in all its forms.

**3. Responsibilities**

- The Human Resources Department and Executive Team are responsible for overseeing, implementing, and monitoring Copper State's DEI initiatives.
- All employees are responsible for upholding and promoting the principles of diversity, equity, and inclusion.

**4. Key Initiatives**

- **Recruitment and Hiring:** We actively seek to diversify our workforce by implementing fair and inclusive recruitment practices. We consider underrepresented groups and individuals with diverse backgrounds for employment opportunities.
- **Training and Education:** Copper State is committed to educating its employees about this policy through regular mandatory training promoting awareness and understanding of these issues.
- **Promotion and Advancement:** We ensure equal opportunities for career advancement, focusing on performance, skills, and qualifications.
- **Equitable Compensation:** We regularly review compensation structures to ensure equity and fairness.
- **Inclusive Work Environment:** We create an inclusive work environment by encouraging open communication, providing reasonable accommodations, and supporting work-life balance.
- **Supplier Diversity:** We promote supplier diversity, actively seeking partnerships with diverse businesses.

**5. Reporting and Accountability:** We regularly assess our DEI initiatives' effectiveness and make necessary adjustments. Employees are encouraged to report any incidents of discrimination, harassment, or bias through our designated channels. We protect whistleblowers and investigate all reports promptly and thoroughly.

**6. Compliance with Laws and Regulations:** We comply with all applicable local, state, and federal laws regarding diversity, equity, and inclusion.

**7. Review and Amendment:** This DEI policy is periodically reviewed and updated to reflect our evolving commitment to diversity, equity, and inclusion.

**8. Communication:** We communicate this policy to all employees and make it available to the public.

**9. Conclusion:** At Copper State, we believe that a commitment to diversity, equity, and inclusion not only enriches our workplace but also strengthens our ability to serve our customers and the community. We will continually work towards creating a more inclusive and equitable environment for all.