



NCSEA Inclusiveness Initiative Principles and Commitments

The clean energy industry does not look like society. The industry's workforce, executives, boards of directors, investors, suppliers, and customers fail to include large segments of society; but both the industry and our clean energy market ecosystem can and should change and expand. NCSEA is committed to a clean energy economy that is more inclusive of historically excluded communities, such as minorities, low-income customers, women and others.

NCSEA Inclusiveness Principles

Principle One: For energy to be truly sustainable for all, and to benefit all of North Carolina and beyond, everyone must have the opportunity to fully enjoy clean sources of energy. In short, we need an energy economy that has everyone involved in every aspect of the conversation and the implementation. Presently, there is a communication gap between industry participants and energy consumers in historically excluded communities, and we need to bridge that gap. The current lack of inclusivity in clean energy means that this industry is not performing at its full potential.

Principle Two: The clean energy economy needs to be more inclusive because it is fair and it is the soundest business decision that can be made to ensure the continued growth and success of our industry. An inclusive clean energy economy promotes economic development, job growth, market exports, local tax base expansion, an improved quality of life, and ensures clean energy policies, laws, and regulations represent our community.

NCSEA Inclusiveness Commitments

Commitment One: Workplace Culture, Hiring and Recruiting Practices: We will strive to make NCSEA's staff and board of directors more reflective of society with a focus on ensuring that



historically excluded segments of society are represented. We will strive to make NCSEA a fair and inclusive place to work for everyone. All of our existing and future projects will be aligned with our inclusion goals.

Commitment Two: Empowering Members and Industry Participants to Address Unconscious Bias and Perceived Systemic Industry Issues: NCSEA will strive to educate clean energy sector participants to increase their awareness of the importance of inclusiveness in the clean energy economy. We will start with our members and their networks.

Commitment Three: Outreach to Underserved and Underrepresented Communities: We aim to significantly increase NCSEA's outreach and presence in historically excluded communities consistent with NCSEA's mission and other strategic objectives while working with strategic partners in those communities.

Commitment Four: Leading by Example to the General Public: NCSEA will take action to add momentum to the cultural shift toward greater inclusiveness in society.

On the behalf of NCSEA Staff and Board of Directors, I proudly endorse this statement of principles because I firmly believe in the importance of inclusivity in the clean energy economy and our society.

A handwritten signature in black ink, appearing to read "Ivan Urlaub".

Ivan Urlaub, Executive Director

A handwritten signature in black ink, appearing to read "Maggie Ullman".

Maggie Ullman, NCSEA Board Chair