

Colorado Structures Inc.'s Diversity Statement

Overview

At Colorado Structures Inc. (“CSI”) we recognize that the continued diversity of our workforce is essential, and we are committed to diversity and inclusion throughout our company to ensure a wide range of experiences, perspectives, and skills to provide better solutions, drive innovation and creativity, and enhance decision making.

Diversity is a mission imperative, and we are continuously focusing on creating a culture of inclusion that values each individual and promotes collaboration and fairness. Our diversity plan includes the following objectives:

- Secure a high-performing workforce drawn from diverse locations and backgrounds;
- Create a culture that encourages collaboration, flexibility, and fairness to enable individuals to contribute to their full potential, feel valued, and supported;
- Make diversity and inclusion one of our strategic priorities, through continued leadership commitment, accountability, and total workforce engagement.

Ensuring a diverse and inclusive workforce enables our company to be more responsive to our clients and better equipped to fulfill our mission. Achieving diversity and inclusion at our company is a team effort and we expect and encourage employees to contribute to this goal. Together, we support a workplace that offers every individual the opportunity to attain professional goals and contribute to accomplishing our mission.

Efforts Being Taken by CSI to Increase Diversity Within its Internal Workforce

- Active and Expanded Internship Program and Job Fair Participation

CSI has historically utilized an internship program within all of its offices, involving the recruitment of college underclassmen to fill summer positions. Upon graduation, interns are then typically initially employed in a project engineer position, with the possibility for future promotion to project manager or superintendent. An increased focus in recent years on the recruitment of female students has resulted in a growing number of female project engineers, superintendents, and project managers among the company’s ranks. The future expansion and focusing of CSI’s internship program and job fair attendance on institutions having a diverse student base will result in additional diversity in its internal workforce.

- Utilization of ConstructReach

Participation with the ConstructReach program is a new initiative for CSI, directed toward teaming with that organization to help educate students about opportunities in the construction industry generally, and opportunities with CSI specifically.



CSI CONSTRUCTION

General Contracting • CM • Design-Build

- Equal Pay for Equal Work

As a Colorado corporation, CSI is in the process of implementing policies and procedures designed to ensure compliance with Colorado's recent Equal Pay For Equal Work Act (C.R.S. § 8-5-101 et seq.), which includes provisions designed to both ensure wage equality regardless of sex and transparency in pay and opportunities for promotion and advancement. CSI plans to implement the aforementioned policies and procedures throughout its multi-state operations, with the intention to enhance CSI's on-going efforts to attract more females into its workforce, as well as other minorities.

Efforts being taken to increase diversity with the subcontractors that CSI uses

A significant percentage of the subcontractors that CSI uses on its projects consist of female and minority-owned businesses. The efforts that CSI will take in the future to increase that percentage include the following:

- Initiatives by estimating and marketing personnel to identify women and minority-owned businesses within project areas, with the goal of increasing the number of such organizations bidding on CSI's projects;
- Communication to on-site personnel of the need to foster the jobsite performance of diverse subcontractors in an effort to support their success and promote future bidding efforts and jobsite participation.

Statement of Intent Regarding Supplier Diversity Program

CSI is committed to the development of a more diverse subcontractor base and broader workforce through the adoption of a Supplier Diversity Program, including the following elements:

- Communication to CSI's internal workforce, and especially those involved in bidding new projects, of the benefits arising from and need to expand the diversity of CSI's subcontractor base;
- Initially tracking CSI's spend with Minority Business Enterprises ("MBE's"), with other categories to be added later;
- Tracking of ownership information through question(s) contained on subcontractor project start-up packet;
- Utilization of a third-party to flag MBE's within CSI's vendor system
- Networking with partner organizations to expand the subcontractor bidding pool and increase diversity
- Monitoring of success of increase in subcontractor diversity over time.