



PGE Responsible Contractor Policy: Energy Generation and Storage

PGE supplier guiding principles

PGE is dedicated to promoting diversity, equity, economic development, and growing jobs in the communities we serve. We strive for partnerships with companies that prioritize the hiring of a local workforce, utilize state registered apprentice programs, and that demonstrate a commitment to diversity and equity in the workforce, including those businesses registered as Black and Indigenous and People of Color (BIPOC)-owned, women-owned, disabled veteran-owned and emerging small business enterprises.

We are committed to fostering an inclusive procurement process that is accessible and fair to all suppliers based on their ability to meet the company's performance, price, and quality requirements.

We strongly encourage all companies working with PGE to support supplier diversity and the hiring of local labor by creating a competitive procurement process that provides opportunities to the greatest extent possible for all businesses.

Applicability

- A developer, contractor, or subcontractor that builds or repowers a non-carbon emitting resource generating or storing energy for electricity customers in the state of Oregon.
- The policy shall apply to all applicable projects with a minimum investment of \$1,000,000. Minimum investment refers to the total project value of the work being contracted for and not to any disaggregation by trade or task.

Responsible Contractor definition

- **Licensed.** Licensed in good standing to do business in the state in which the work is being performed.
- **Harassment free workplace.** The entity provides a workplace free from any form of harassment.
- **Prevailing wage.** All contractors and subcontractors pay prevailing wage for the area in which the goods and/or services are delivered.
- **Employer-paid family health care coverage.** All contractors and subcontractors provide employer-paid health care coverage for regular employees.
- **Local hiring.** EPCs, GCs, and subcontractors will hire local labor, where available.
- **Inclusive.** Committed to a workplace that values diversity, equity, and inclusion.

Disqualifiers

At the time of contract, the below provisions render an entity ineligible for a contract. Should one of the below infractions occur after the contract is signed, it will be considered an event of default.

- Any entity that has been debarred by, or whose principal officer is debarred by, a municipal, state, or federal government.
- Any entity listed by the Commissioner of the Bureau of Labor and Industries under ORS 279C.860 as ineligible to receive a contract or subcontract for public works.
- Any entity whose violation of PGE's Responsible Contractor policy has resulted in a contract default in the past 3 years.

Responsible Contractor procurement guidelines

- **Notification to labor.** Notification to Oregon State Building and Construction Trades Council at least 30 days in advance of an RFP for an EPC, GC, or subcontractors.
- **Preference.** Additional preference during an RFP process will be given to contractors who are:
 - A certified Training Agent registered in an apprenticeship program that is approved by the Oregon State Apprenticeship Council for the craft workers they employ.
 - Giving priority to diversity and equity in the workforce by recruiting and employing Black and Indigenous and People of Color (BIPOC), women, and veterans.
 - Willing to agree to a PLA for the project.

Recommended practices of Responsible Contractors

- **Training.** The provision of employer-paid safety training and state-registered apprenticeship programs by contractors to ensure that all employees have the skills and legal certifications necessary to safely perform assigned work and to understand best practices in the workplace.
- **Diversity.** This policy strongly encourages every contractor to draft and adhere to a plan to recruit and employ BIPOC, women, and veterans.

PGE Responsible Contractor Policy: General Procurement Practices

PGE supplier guiding principles

PGE is dedicated to promoting diversity, equity, economic development, and growing jobs in the communities we serve. We strive for partnerships with companies that prioritize the hiring of a local workforce, utilize state registered apprentice programs, and that demonstrate a commitment to diversity and equity in the workforce, including those businesses registered as Black and Indigenous and People of Color (BIPOC)-owned, women-owned, veteran-owned and emerging small business enterprises.

We are committed to fostering an inclusive procurement process that is accessible and fair to all suppliers based on their ability to meet the company's performance, schedule, price, and quality requirements.

We strongly encourage all companies working with PGE to support supplier diversity and the hiring of local labor by creating a competitive procurement process that provides opportunities to the greatest extent possible for all businesses.

Applicability

- A developer, contractor, or subcontractor that provides services for the construction, repair, maintenance of PGE facilities and infrastructure.
- The policy shall apply to all applicable projects with an estimated project value greater than \$750,000.

Responsible Contractor Criteria

- **Licensed.** Licensed in good standing to do business in the state in which the work is being performed.
- **Harassment free workplace.** The entity provides a workplace free from any form of harassment.
- **Prevailing wage.** All contractors and subcontractors pay prevailing wage for the area in which the goods and/or services are delivered.
- **Employer-paid family health care coverage.** All contractors and subcontractors provide employer-paid health care coverage for regular employees.
- **Local hiring.** EPCs, GCs, and subcontractors will hire local labor, where available.
- **Adherence to contract provisions.** In addition to the requirements outlined in this document, entities are required to adhere to the entirety of all contract provisions.
- **Inclusive.** Committed to a workplace that values diversity, equity, and inclusion.

Disqualifiers

At the time of contract, the below provisions render an entity ineligible for a contract. Should one of the below infractions occur after the contract is signed, it will be considered an event of default.

- Any entity that has been debarred by, or whose principal officer is debarred by, a municipal, state, or federal government.
- Any entity listed by the Commissioner of the Bureau of Labor and Industries under ORS 279C.860 as ineligible to receive a contract or subcontract for public works.
- Any entity whose violation of PGE's Responsible Contractor policy has resulted in a contract default in the past 3 years.
- Contractor's PGE Quality and Performance scores are below standards and corrective actions have not been completed.

Responsible Contractor procurement guidelines

- **Notification and preference for union labor.** General contractors are required to provide notification to the Oregon State Building and Construction Trades Council at least 14 days in advance of an RFP for all construction trade work.
 - Notification will include expected specific trade utilization on a project and diversity contractor goals (women/veteran/BIPOC) businesses.
 - For PGE occupied facilities, all construction work will be performed by union signatory contractors unless a union signatory contractor is not able to meet supplier diversity contractor goals. All utility work within the jurisdiction of the IBEW 125 is required to be completed by IBEW 125, where possible. Non-union utilization on a project within this category must be approved by PGE.
 - Work related to the installation, repair, or maintenance of electric vehicle charging infrastructure is required to be completed by an IBEW signatory contractor.
- **Preference.** Additional preference during an RFP process will be given to contractors who are:
 - Proposing to utilize union contractors.
 - A certified Training Agent registered in an apprenticeship program that is approved by the Oregon State Apprenticeship Council for the craft workers they employ.
 - Giving priority to diversity and equity in the workforce by recruiting and employing women, BIPOC, and veterans.
 - Willing to agree to a Project Labor Agreement (PLA) for the project.
 - Working with community organizations to provide apprenticeship or learning opportunities for students.

Recommended practices of Responsible Contractors

- **Training.** The provision of employer-paid safety training and state-registered apprenticeship programs by contractors to ensure that all employees have the skills and legal certifications necessary to safely perform assigned work and to understand best practices in the workplace.
- **Diversity.** This policy strongly encourages every contractor to draft and adhere to a plan to recruit and employ women, BIPOC, and veterans pursuant to Oregon law.
- **Competitive procurement process.** Contractors are strongly encouraged to provide a competitive procurement process to ensure equal opportunity for businesses to participate in the section process.