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**NOTE:**

\*ESP - electric service providers with gross annual California revenues exceeding \$25,000,000.

Constellation Energy Corporation	2023	GO 156 Section 9.1.1
Description of Supplier Diversity Program Activities During the Previous Calendar Year		

Narrative describing the ESP's supplier diversity program internal strategies and activities.

Narrative describing the ESP's supplier diversity program external strategies and activities including, the approximate amount of funding, to the extent available, directly expended on development and distribution of technical assistance to small and diverse businesses.

Provide the ESP's supplier diversity program website address and contact information (name, telephone number, and email).

**NOTE:**

\*ESP - electric service providers with gross annual California revenues exceeding \$25,000,000.

**Internal program activities include but are not limited to:**

- Establishing and implementing a supplier diversity program with adequate resources.
- Developing a program with articulated and defined mission, goals, and directions.
- Training employees on the program.
- Defining employees responsibilities and expectations.
- Assisting prime contractors with their supplier diversity programs.
- Implementing recognition and/or award programs.
- Preparing and submitting annual supplier diversity plans and progress reports.

**External program activities include but are not limited to:**

- Conducting outreach to promote the supplier diversity program and provide education.
- Supporting organizations that promote the interest of and advocate for diverse suppliers and diverse communities.
- Developing and providing technical assistance and capacity building opportunities for diverse and small businesses.

## **Our Commitment to Business Diversity:**

At Constellation:

Business Diversity is a business imperative that goes hand in hand with our commitment to Diversity, Equity, and Inclusion (DEI), Workforce Development and Environment, Sustainability and Governance (ESG).

Business Diversity is at the core of what we do. We know that partnering with diverse businesses leads to better outcomes for all. When underrepresented businesses are engaged, we enhance the economic impact of underserved communities, while enabling innovative, high quality, and cost-effective solutions to better serve our customers.

Mentoring, promoting, and engaging diverse businesses results in greater representation, employment, and economic advancement for minorities, women, veterans and LGBTQ communities. Building these relationships also elevates the unique needs and talents of small, minority businesses, which benefits us all.

We are interested in partnering with diverse companies that can help us advance our four strategic principles:

- \* Powering America's clean energy future
- \* Expanding America's largest fleet of Clean Energy Centers
- \* Uplifting and strengthening our communities
- \* Providing energy and sustainability solutions for customers

We are committed to maximizing opportunities for minority, women, veteran/service-disabled veteran and LGBTQ-owned business enterprises. We work with a diverse group of suppliers who share our commitment to the highest standards to help us deliver the best service for our customers. We search for suppliers who share this value and expect our suppliers to support our goals for diverse suppliers, including utilization of diverse prime and subcontractors, accurate reporting of diverse subcontracting and development of their own diversity programs. We view diversity-certified businesses as valued partners in our efforts to serve our customers, and we believe that partnership will help diverse business enterprises develop and grow. Not only does this benefit Constellation, but it also empowers the community.

### **History and internal program activities**

Constellation Energy Corporation was formed by the successful separation in February of 2022 of Constellation and Exelon Generation from their former parent company, Exelon Corporation, creating the largest provider of clean energy and sustainable solutions. As we work towards our climate goals, we will continue to serve as a leading supporter of our communities through workforce development programs; philanthropy; volunteerism; and diversity, equity and inclusion initiatives. As a newly formed company, we are evolving our supplier diversity program apart from Exelon but it is paramount for Constellation to develop a diverse business empowerment program that increases our spend with diverse businesses and drives meaningful economic impact into the communities we serve. We have made significant strides in our first year as a stand-alone company. We are structuring our diverse business strategy to ensure it is woven into everything we do, including our ESG strategy. In 2022, the following steps were taken to build a foundation that enables a strong, scalable diverse business strategy:

- Stood up a Constellation Diverse Business Empowerment (CDBE) team with a dedicated Senior Manager and Manager of Diverse Business Empowerment led by a Director of Supply
- Developed CDBE strategy and gained alignment with senior leadership
- Expanded diverse business education, dedication, and evaluation of processes, and potential barriers internally across Constellation
- Launched the Supplier Diversity Business Advocates team, an internal network of leaders from across Constellation committed to expanding supplier diversity.
- Drove actions and results through targeted Metrics and Reporting
- Partnered with key prime suppliers on their supplier diversity programs, driving a significant increase in reporting by prime suppliers of diverse subcontracting spend during 2022
- Partnered closely with our DEI and Workforce Development teams to ensure that collectively, we are having a positive, exponential economic impact on the communities we serve.

### **External program activities include but are not limited to:**

- Building relationships with business diversity-focused organizations (NMSDC, Disability:IN, NVBDC, NGLCC, WBENC), Trade Associations (AABE, HIE, AZEC, etc), and External Stakeholders
- Established relationship and partnerships with many national and local diverse and small business associations and chambers.

Constellation's diverse business empowerment program is part of our overall company strategy. As an ESP, 2023 is the first year that Constellation has been required to report relative to GO 156. We continue to pursue corporate Business Diversity initiatives. We have not yet established specific supplier diversity goals for California but Constellation has set aggressive company-wide goals for diverse spend.

As we are a new stand-alone company, we do not have a specific diverse spend percentage goal, however, we increased total company spend directly with diverse suppliers as well as through non-diverse suppliers subcontracting to diverse suppliers. Also, we achieved many company goals related to building a strong, scalable and sustainable internal diverse business infrastructure.

### **Constellation Energy Supplier Diversity website:**

<https://www.constellationenergy.com/our-work/suppliers.html>

### **Contact:**

Tracey Woods: Manager, Diverse Business Empowerment  
email: tracey.woods@constellation.com

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Supplier Diversity Annual Report and Annual Plan

Constellation Energy Corporation	2023	GO 156 Section 9.1.2
Supplier Diversity Results of Goods and Services (non-power purchases) if Procured		

		2022							
		Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%	Product Spend \$	Service Spend \$	Total \$	%
Minority Male	1	African American							
	2	Asian Pacific American							
	3	Hispanic American							
	4	Native American							
	5	<b>Total Minority Male</b>							
Minority Female	6	African American							
	7	Asian Pacific American							
	8	Hispanic American							
	9	Native American							
	10	<b>Total Minority Female</b>							
11 Total Minority Business Enterprise (MBE)									
12 Women Business Enterprise (WBE)		\$1,135.50		\$1,135.50	0.03%		\$1,135.50	\$1,135.50	0.03%
13 Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)									
14 Disabled Veteran Business Enterprise (DVBE)									
15 Persons with Disabilities Business Enterprise (DBE)									
16 8(a)*									
17 Total Supplier Diversity Spend		\$1,135.50		\$1,135.50	0.03%		\$1,135.50	\$1,135.50	0.03%
18 Net Procurement**		\$ [REDACTED]							
19 Net Product Procurement		\$ [REDACTED]							
20 Net Service Procurement		\$ [REDACTED]							
21 Total Number of Diverse Suppliers that Received Direct Spend		1							

**NOTE:**  
 \* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).  
 \*\* Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.  
<sup>1</sup> Direct - Means Direct Procurement: when an ESP directly procures from a supplier.  
<sup>2</sup> Sub - Means Subcontractor Procurement: when a prime contractor, in contract with an ESP, procures from a subcontractor to fulfill its contractual obligation(s).  
 % - Percentage of Net Procurement.

**BUSINESSES WITH MULTIPLE CERTIFICATIONS CAN ONLY BE COUNTED IN ONE**

If an ESP has spend with a supplier before the supplier is certified, the ESP may count the spend for the entire calendar year in which the supplier becomes certified.

If an ESP has spend with a supplier whose certification has expired and is later renewed, the ESP may count spend for the expired period if the supplier renews their certification within the same calendar year.

Indirect spends are NOT included in ESPs' annual reports.

An example of indirect spend would be if a prime contractor, for example, an engineering firm, whose contract is to provide engineering services, hires a minority business to provide janitorial services to empty wastebaskets and provide general services. This indirect spend cannot be included in the annual report since the janitorial services is not part of the contract between the ESP and the

If an ESP chooses to report diverse supplier procurement beyond the initial subcontracting level (Tier 3 and below), it must ensure it will be able to verify such expenditures upon the Commission's request. All subcontracting spend, at any level, must be well documented and specifically related to the project for which the prime contractor was hired.

Report the value of early payment discounts utilized. For example, if \$100,000 contract has a 2% early payment discount and the ESP pays only \$98,000, they should report the paid amount (\$98K), and not the full contract amount (\$100K).

Percentage amounts should be carried out to two decimal places (for example, 25.43%).

**Direct:** refers to **Direct Spend** to capture the expenditure an ESP spent procuring goods and services directly from diverse suppliers in the previous calendar year.

**Sub:** refers to **Subcontracting Spend** to capture the expenditure an ESP prime contractor spent procuring goods and services from diverse subcontractors in the previous calendar year. The

**Net Procurement** = total goods and services procurement spend from all suppliers (both non-diverse and diverse suppliers) for the previous calendar year. It does not include Fuel and Power procurements.

% = Spend Percentage of Net Procurement for the row category.

**Net Procurement = Total Product Procurement + Total Service Procurement**

**Total Product Procurement** = total products procurement spend from all suppliers (both non-diverse and diverse suppliers) for the previous calendar year.

**Total Service Procurement** = total services procurement spend from all suppliers (both non-diverse and diverse suppliers) for the previous calendar year.

Constellation Energy Corporation	2023	GO 156 Section 9.1.2
Description of Diverse Suppliers with Majority Workforce in California		

Each ESP shall report on the number of diverse suppliers who have the majority of their workforce working in California, to the extent the information is readily accessible.

**Constellation is unable to determine the number of diverse suppliers who have the majority of their workforce working in California.**

**Supplier Diversity Annual Report and Annual Plan**

Constellation Energy Corporation	2023	GO 156 Section 9.1.3
<b>Supplier Diversity Program Expense</b>		

Expense Category	Year (Actual)
Wages	
Other Employee Expenses	
Program Expenses	
Reporting Expenses	
Training Expenses	
Consultant Expenses	
Other Expenses	
<b>Total</b>	<\$500,000

**Program Expenses:** the amount of money an ESP spent to implement a supplier diversity program based on GO 156.

**Program Expenses may include:**

- Amount spent providing technical assistance to small/diverse businesses.
- Marketing and outreach costs for events or education efforts.
- Supplier Diversity Report production costs such as graphics, design, etc.
- Salaries for staff and fees for consultants dedicated to supplier diversity program, plans, and reporting.
- Costs for training staff on supplier diversity initiatives and reporting requirements.
- Etc.

**As a newly formed standalone company, Constellation does not have spend associated with implementation of the supplier diversity program based on GO 156 in California broken down by the various categories listed above. Therefore, we have provided an estimated total of supplier diversity spend.**

Constellation Energy Corporation	2023	GO 156 Section 9.1.4
Description of Progress in Meeting or Exceeding Set Goals		

Narrative describing progress in meeting or exceeding set goals and an explanation of any circumstances that may have caused the ESP to fall short of its goals.

Constellation's diverse business empowerment program is part of our overall company strategy. As an ESP, 2023 is the first year that Constellation has been required to report relative to GO 156. We continue to pursue the corporate Business Diversity initiatives (as outlined in the SD Program Description 9.1.1. tab). We have not yet established specific supplier diversity goals for California.

As we are a new stand-alone company, we do not have a specific diverse spend percentage goal, however, we increased total company spend directly with diverse suppliers as well as through non-diverse suppliers subcontracting to diverse suppliers. Also, we achieved many company goals related to building a strong, scalable and sustainable internal diverse business infrastructure.

**Supplier Diversity Annual Report and Annual Plan**

Constellation Energy Corporation	2023	GO 156 Section 9.1.4
<b>Supplier Diversity Results Compared to Set Goals</b>		

Category	2022 Result %	2022 Goal %
Minority Male Business Enterprise		N/A
Minority Female Business Enterprise		N/A
Minority Business Enterprise (MBE)		N/A
Women Business Enterprise (WBE)		N/A
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		N/A
Disabled Veteran Business Enterprise (DVBE)		N/A
Persons with Disabilities Business Enterprise (DBE)		N/A
<b>Total</b>		

Compares reporting year supplier diversity performance results with the goals an ESP had established for that reporting year.

**(Year) Results:** supplier diversity results of an ESP for the reporting year (previous calendar year).

**(Year) Goals:** the goals an ESP had in place for the reporting year.

**NOTE:**

% - Percentage of Net Procurement.

2023 is the first year that Constellation has been required to report relative to GO 156. We have not yet established specific supplier diversity goals for California. As we are a new stand-alone company, we do not have a specific diverse spend percentage goal, however, we increased total company spend directly with diverse suppliers as well as through non-diverse suppliers subcontracting to diverse suppliers.



Constellation Energy Corporation	2023	GO 156 Section 9.1.5
Description of Prime Contractors Utilization of Diverse Subcontractors		

Narrative describing prime contractors utilization of diverse subcontractors.

Examples of narrative:

- Description of efforts and initiatives to encourage prime contractors to increase the utilization of diverse subcontractors.
- Description of an ESP's efforts to connect prime contractors with diverse suppliers.
- Description of how prime contractors report their diverse spend.
- Description and examples of prime contractors utilization of diverse subcontractors.
- Description of award/recognition programs.
- Etc.

Constellation has partnered with key prime suppliers across the company to understand their supplier diversity programs, and to educate suppliers on the importance of diversity in our environmental, social and governance strategy. These discussions resulted in a significant increase in reporting of diverse subcontractor spend through our online T2 reporting tool during 2022.

Constellation Energy Corporation	2023	GO 156 Section 9.1.6
List of Supplier Diversity Complaints Received and Current Status		

A list of complaints received from diverse suppliers during the past year, accompanied by a brief narrative describing the nature of each complaint and its resolution or current status.

**NOTE:**

For this section, a complaint means any written or verbal statement from a diverse supplier or third-party stating that the ESP's supplier diversity program is unsatisfactory or unacceptable.

N/A - Constellation did not receive any complaints from diverse suppliers during 2022.

<b>Constellation Energy Corporation</b>	<b>2023</b>	<b>GO 156 Section 9.1.7</b>
<b>Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories</b>		

Narrative describing efforts to recruit diverse suppliers in low utilization areas.\*

**NOTE:**

\* Low Utilization (GO 156 Section 8.12) - Each ESP shall make special efforts to increase utilization and encourage entry into the marketplace of diverse suppliers in product or service categories where there has been low utilization of diverse suppliers, such as legal and financial services, fuel and power procurements, and areas that are considered technical.

Example of narrative:

Description of procurement categories with limited diverse supplier participation, reasons for the limited participation, and solutions and efforts to increase participation, etc.

As an ESP, 2023 is the first year that Constellation has been required to report relative to GO 156. We continue to pursue the corporate Business Diversity initiative (as outlined in the SD Program Description 9.1.1. tab). As part of the SD Plan, we encourage entry in the marketplace of diverse suppliers in low utilization areas through our external advocacy with the agencies listed in our SD Program (tab 9.1.1).

Constellation Energy Corporation	2023	GO 156 Section 9.1.9
Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement		

Narrative describing the ESP's efforts to recruit diverse suppliers in power procurement and progress achieved during the previous calendar year.

**While Constellation has made significant progress developing a diverse business empowerment program that increases our spend with diverse businesses and ensures our diverse business strategy is woven into everything we do as described in Section 9.1.1, we have not yet developed a program that specifically recruits diverse suppliers in power procurement in California.**

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Supplier Diversity Annual Report and Annual Plan

Constellation Energy Corporation	2023	GO 156 Section 9.1.9
Supplier Diversity Results in Power (Energy) Procurement		

		Direct Power Purchases \$ Renewable and Non- Renewable Power Products	Direct Fuels for Generation \$			Totals \$ <sup>1</sup>			% <sup>2</sup>
			Diesel	Nuclear	Natural Gas	Direct <sup>3</sup>	Sub <sup>4</sup>	Total \$ <sup>5</sup>	
1	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
2	Asian Pacific American		\$0	\$0	\$0	\$0	\$0	\$0	
3	Minority Male Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
4	Minority Male Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
5	Minority Male Total Minority Male	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
6	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
7	Asian Pacific American	\$9,172	\$0	\$0	\$0	\$9,172	\$0	\$9,172	
8	Minority Female Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
9	Minority Female Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
10	Minority Female Total Minority Female	\$9,172	\$0	\$0	\$0	\$9,172	\$0	\$9,172	
11	Total Minority Business Enterprise (MBE)	\$9,172	\$0	\$0	\$0	\$9,172	\$0	\$9,172	
12	Women Business Enterprise (WBE)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
14	Disabled Veteran Business Enterprise (DVBE)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
15	Persons with Disabilities Business Enterprises (DBE)	\$0	\$0	\$0	\$0	0	0	0	
16	8(a) <sup>6</sup>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
17	Total Supplier Diversity	\$9,172	\$0	\$0	\$0	\$9,172	\$0	\$9,172	

**BUSINESSES WITH MULTIPLE CERTIFICATIONS CAN ONLY BE**

Percentage amounts should be carried out to two decimal places (for example, 25.43%).

Dollar amounts should be shown as whole dollars only.

If an ESP has spend with a supplier before the supplier is certified, the ESP may count the spend for the entire calendar year in which the supplier becomes certified.

If an ESP has spend with a supplier whose certification has expired and is later renewed, the ESP may count spend for the expired period if the supplier renews their certification within the same calendar year.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	
37																									
38				<b>18 Net Power Procurement</b>					Line Item 18 is the sum of of line item 19 and 20																
39																									
40				<b>19 Net Direct Power Purchases</b>																					
41																									
42				<b>20 Net Direct Fuels for Generation</b>			<b>\$0</b>																		
43																									
44				<b>21 Total Number of Diverse Suppliers</b>			<b>1</b>																		
45																									
46																									
47																									
48																									
49																									
50																									
51																									
52																									
53																									
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55																									
56																									

**NOTES:**

<sup>1</sup> Excludes purchases from the California Independent System Operator (CAISO), utilities, federal entities, state entities, municipalities and cooperatives.

<sup>2</sup> % - Percentage of Net Procurement.

<sup>3</sup> Includes Direct Power Purchases and Direct Fuels for Generation. Direct - Means Direct Procurement: when an ESP directly procures from a supplier.

<sup>4</sup> Sub - Means Subcontractor Procurement: when a prime contractor, in contract with an ESP, procures from a subcontractor to fulfil its contractual obligation(s).

<sup>5</sup> "Total" does not include pre-commercial development (COD) subcontracting values.

<sup>6</sup> 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

Supplier Diversity Annual Report and Annual Plan

Constellation Energy Corporation	2023	GO 156 Section 10.1.1
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Power Type	Short-Term [Year]						Mid-Term [Year]						Long-Term [Year]					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
Type 1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Type 2	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Type 3	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Type 4	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Type 5	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

The Standard Industrial Classification (SIC) Manual can be found here: [SIC Manual | Occupational Safety and Health Administration \(osha.gov\)](#)

Short-, mid-, and long-term procurement goals for other goods and services if applicable.

SIC Code Product	Short-Term [Year]						Mid-Term [Year]						Long-Term [Year]					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
Code 1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 2	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 3	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 4	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 5	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 6	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 7	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 8	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 9	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 10	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Subtotal	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

The Short-, Mid-, and Long-Term goals an ESP established by SIC Code categories for each diverse category.

SIC Code Service	Short-Term [Year]						Mid-Term [Year]						Long-Term [Year]					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
Code 1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 2	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 3	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 4	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 5	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 6	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 7	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 8	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 9	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 10	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Subtotal	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Constellation has set aggressive company-wide goals for diverse spend. Goals and targets are not yet established at a state level or by diversity classification

Constellation Energy Corporation	2023	GO 156 Section 10.1.2
Description of Supplier Diversity Program Activities Planned for the Next Calendar Year		

Narrative describing internal supplier diversity program activities planned for the next calendar year.

Narrative describing external supplier diversity program activities planned for the next calendar year.

**Internal planned program activities include but are not limited to:**

- Identify areas of improvement and plan new strategies.
- Reassess mission, goals, and directions.
- Update training manuals.
- Improve resources and technologies.
- Evaluate employees responsibilities and expectations.
- Develop plan to improve prime contractors engagement and process of reporting.
- Improve internal communications.
- Etc.

**External planned program activities include but are not limited to:**

- Outreach to promote the program and provide education.
- Support organizations that promote the interest of and advocate for diverse suppliers and diverse communities.
- Develop and provide technical assistance and capacity building initiatives and opportunities for diverse suppliers.
- Etc.



**Internal planned program activities include but are not limited to:**

- Further increase Constellation spend directly with diverse suppliers as well as through non-diverse suppliers subcontracting to diverse suppliers
- Continue to expand diverse business education, dedication, and evaluation internally across Constellation and externally with supplier diversity councils and external stakeholders.
- Drive actions and results through targeted Metrics and Reporting
- Leverage third-party tools and expertise to identify potential diverse suppliers, best practices in supplier diversity programs, evaluate the broader economic impact of our program and ensure our classification of diverse suppliers remain up to date

**External planned program activities include but are not limited to:**

- Continue to build relationships with the aforementioned organizations and External Stakeholders

Constellation Energy Corporation	2023	GO 156 Section 10.1.3
Plans for Recruiting Diverse Suppliers in Low Utilization Categories		

Narrative describing plans to recruit diverse suppliers in categories such as power and other categories considered highly technical in nature where diverse supplier utilization has been low.

To increase our spend with diverse suppliers, our approach will focus on:

- Identifying and executing targeted opportunities to increase engagement and spend with diverse suppliers, especially in categories with low diverse spend
- Continuing to build relationships with the various councils (NMSDC, Disability:IN, NVBDC, NGLCC, WBENC), Trade Associations (AABE, HIE, A2EC, etc), and External Stakeholders to identify and meet diverse suppliers

Constellation Energy Corporation	2023	GO 156 Section 10.1.4
Plans for Recruiting Diverse Suppliers Where Unavailable		

Narrative describing plans for seeking and/or recruiting diverse suppliers in categories where diverse suppliers are currently unavailable.

Constellation is modifying the Diverse Business Development programs from legacy Exelon utilities to develop a capacity building program for its diverse suppliers. Curriculum, cohort size, and delivery method are all under consideration in 2023.

Constellation Energy Corporation	2023	GO 156 Section 10.1.5
Plans for Encouraging Prime Contractors to Subcontract Diverse Suppliers		

Narrative describing plans for encouraging prime contractors to engage diverse suppliers in subcontracts in all categories which provide subcontracting opportunities.

Constellation will continue to partner with prime suppliers across the company to understand their supplier diversity programs, and to educate suppliers on the importance of diversity in our environmental, social and governance strategy. We will also continue to seek higher subcontracting commitments from our prime suppliers through sourcing events, and hold suppliers accountable to meet those commitments.

Constellation Energy Corporation	2023	GO 156 Section 10.1.6
Plans for Complying with Supplier Diversity Program Guidelines		

Narrative describing plans for complying with the Supplier Diversity Program guidelines established by the California Public Utilities Commission as required by the California Public Utilities Code Section 8283 (c).

Constellation will continue to engage with *Stephanie Green* , *CPUC Executive Division*, to ensure compliance with CPU Code Section 8283 (c )

**GO 156 Section 1.3 Definitions\***

Name	Definition	Acronym	Certification
Woman Business Enterprises	A business enterprise at least 51% owned by a woman or women, or if a publicly owned business, at least 51% of the stock owned by one or more women; and whose management and daily business operations are controlled by one or more of those individuals ( GO 156 Section 1.3.3).	WBE	Supplier Clearinghouse
Minority Business Enterprises	group(s), or if a publicly owned business, at least 51 % of the stock owned by one or more minority groups; and whose management and daily business operations are controlled by one or more of those individuals. Minority includes, but is not limited to, African Americans, Hispanic Americans, Native Americans, Asian Pacific Americans, and other groups as defined in the GO (GO 156 Section 1.3.4).	MBE	Supplier Clearinghouse
Lesbian, Gay, Bisexual, Transgender (LGBT) Business Enterprise	A business enterprise at least 51% owned by a lesbian, gay, bisexual, or transgender person or persons, or if a publicly owned business, at least 51% of the stock owned by one or more lesbian, gay, bisexual, or transgender persons; and whose management and daily business operations are controlled by one or more of those individuals (GO Section 156 1.3.5).	LGBTBE	Supplier Clearinghouse
Persons with Disabilities Business Enterprise	A business enterprise at least 51% owned by a person or persons with a disability, or if a publicly owned business, at least 51 % of the stock owned by one or more persons with a disability; and whose management and daily business operations are controlled by one or more of those individuals (GO 156 Section 1.3.6)	DBE	Supplier Clearinghouse
Disabled Veteran Business Enterprises	1) It is a sole proprietorship at least 51% owned by one or more disabled veterans or, in the case of a publicly owned business, at least 51% of its stock is owned by one or more disabled veterans; a subsidiary which is wholly owned by a parent corporation, but only if at least 51% of the voting stock of the parent corporation is owned by one or more disabled veterans; or a joint venture in which at least 51% of the joint venture's management and control and earnings are held by one or more disabled veterans. (2) The management and control of the daily business operations are by one or more disabled veterans. (3) It is a sole proprietorship, corporation, or partnership with its home office located in the United States, which is not a branch or subsidiary of a foreign corporation, foreign firm, or other foreign-based business (GO 156	DVBE	Department of General Services (DGS)
Disabled Veteran	Refers to a veteran of the military, naval or air service of the United States with a service-connected disability and who is a resident of the State of California (GO 156 Section 1.3.7).		
African American	Refers to a person having origins in any black racial groups of Africa (GO 156 Section 1.3.9)	BA	
Asian Pacific American	Refers to a person having origin in Asia or the Indian subcontinent, including, but not limited to, persons from Japan, China, the Philippines, Vietnam, Korea, Samoa, Guam, the U.S. Trust Territories of the Pacific, Northern Marianas, Laos, Cambodia, Taiwan, India, Pakistan, and Bangladesh (GO 156 Section 1.3.12).	APA	

Hispanic American	Refers to a person of Mexican, Puerto Rican, Cuban, South or Central American, Caribbean, and other Spanish culture or origin (GO 156 Section 1.3.10).	HA	
Native American	Refers to a person having origin in any of the original peoples of North America or the Hawaiian Islands, in particular, American Indians, Eskimos, Aleuts, and Native Hawaiians (GO 156 Section 1.3.11).	NA	
Other Groups (8(a))	Persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section	8(a)	
Subcontract	person (in which the parties do not stand in the relationship of an employer and an employee): for the furnishing of supplies or services for the use of real or personal property, including lease arrangements, which, in whole or in part, is necessary to the performance of any one or more contracts; or under which any portion of the contractor's obligation under any one or more contracts is performed, undertaken or assumed (GO 156 Section 1.3.23).	Sub	
Supplier Clearinghouse	A Commission-supervised program or entity that shall conduct certifications/verifications and maintain a database of eligible suppliers for the use of utilities and other covered entities under the Commission's Supplier Diversity Program (GO 156 Section 1.3.22).		
Commission	Refers to the California Public Utilities Commission, as provided for in Article XII of the California Constitution (GO 156 Section 1.3.1).	CPUC	
Short-Term Goal	A goal applicable to a period of one (1) year (GO 156 Section 1.3.18).		
Mid-Term Goal	A goal applicable to a period of three (3) years (GO 156 Section 1.3.19).		
Long-Term Goal	A goal applicable to a period of five (5) years (GO 156 Section 1.3.20).		
Product and Service Categories	As defined by the Standard Industrial Classification (SIC) system maintained by the United States Department of Labor, Occupational Safety and Health Administration, as they currently read or as amended or as defined by any other updated classification system that supersedes the SIC system (GO 156 Section 1.3.24).		
Supplier Diversity	Refers to the inclusion of women, minority, disabled veteran, LGBT , and persons with disabilities business enterprises in supply chains and procurement activities		
Diverse Business/Supplier	Refers to women, minority, disabled veteran, LGBT , and persons with disabilities business enterprises		

**NOTE:**

^ These definitions are not proposed amendments to Section 1.3 of GO 156 or the other Sections. The purpose of these definitions is to provide convenient reference in preparing GO 156 reports.