

Duke Energy's Commitment to Diversity and Inclusion

We serve increasingly diverse communities in an increasingly diverse world. Diversity and inclusion are central to our long-term business success and to being a respected employer and corporate citizen.

At Duke Energy, we are firmly committed to providing an inclusive environment where we value and respect everyone, listen to a variety of perspectives and enable employees to reach their full potential. This work environment not only helps us attract and retain the talented employees we need, but it also helps us become a better company and better corporate citizens.

OUR DIVERSITY AND INCLUSION GOALS

- Attract, engage and retain a diverse workforce
- Create an inclusive workplace
- Meet the needs of our increasingly diverse customers
- Do business with diverse suppliers
- Address barriers to diversity and inclusion within organizational systems

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Duke Energy is an equal opportunity employer and does not discriminate against any employee or applicant for employment because of race, color, sex, pregnancy, religion, national origin, ethnicity, citizenship, sexual orientation, gender identity, age, marital status, physical or mental disability, genetic information, or protected veteran status.

RECENT AWARDS AND RECOGNITIONS

- Black Enterprise 50 Best Companies for Diversity (2016)
- Named one of the World's Most Gender-Diverse Utilities by Ernst & Young (2016)
- Duke CEO ranked among the most powerful women in business (2016)
- Duke Energy received a 90% score on the Human Rights Campaign Corporate Equality Index (2016)
- Enable America ADA Award (2015)
- North Carolina Business Leadership Network Employer of the Year (2015)
- DailyWorth's 25 Best Companies for Women (2015)

EMPLOYEE RESOURCE GROUPS

Employee Resource Groups (ERGs) help us understand and value the differences among employees, customers and communities, and foster an inclusive work environment. ERGs position our employees to serve as ambassadors within our communities, help us attract diverse talent and support employee engagement and enablement. In 2016, we had 4,600 employees engaged in ERGs, with 23 active chapters across our service territory.





IN THE COMMUNITY

Duke Energy’s commitment to diversity and inclusion extends beyond our own walls and into the community. The Duke Energy Foundation supports programs that serve low-income and underrepresented populations. When our company provides access to educational opportunities for underrepresented populations and low-income communities, we help address upward mobility and give individuals a chance at long-term career success. In 2016, the Foundation made more than \$30 million in charitable contributions, supporting programs that focus on K to career, the environment and community impact.

We believe that diverse communities make for stronger communities. So we partner with many different organizations in the community through education, volunteerism and financial support. Some of those organizations include:

- AIDS Walk Charlotte
- Charlotte Lesbian and Gay Fund
- Charlotte Pride
- Enable America
- The Harvey B. Gantt Center for African-American Arts + Culture at Levine Center for the Arts
- Human Rights Campaign
- International House
- La Noticia, The Spanish-Language Newspaper
- Latin American Festival
- Latin American Women’s Association
- N.C. Society of Hispanic Professionals
- National Society of Black Engineers
- Women United
- YMCA
- YWCA Central Carolinas

SUPPLIER DIVERSITY

It is our privilege, policy and practice to seek and build relationships proactively with diverse suppliers capable of providing goods and services at competitive prices. Collaborative efforts throughout our supply chain contributed to our success in promoting diversity and inclusion and positively impacting our local economies. 2016 highlights include:

- Spend with diverse suppliers exceeded \$1 billion for the second consecutive year
- More than \$3.2 billion spent with NC, SC, FL, IN, OH and KY suppliers produced 30,000+ jobs
- U.S. Hispanic Chamber of Commerce 2016 Million Dollar Club
- Florida State Minority Supplier Development Council 2016 Corporation of the Year
- Edison Electric Institute Business Diversity 2016 Excellence Award