



LNE Electric ESG Compliance & Regulatory Oversight Statement

Company Overview

LNE Electric is an industrial electrical contractor specializing in complex automation, controls, and high-power applications. We are deeply committed to ethical business practices, environmental sustainability, and fostering a safe, diverse, and inclusive workplace.

1. Environmental Stewardship (E)

We are committed to reducing our environmental footprint across all our operations. Our strategy includes resource-efficient project practices, responsible material sourcing, and monitoring systems to track and reduce environmental impact.

Environmental Practices:

- Use of energy-efficient materials and components in design and installation.
- Partnerships with eco-conscious suppliers (e.g., UL-listed recyclables, RoHS-compliant gear).
- Digital jobsite documentation to reduce paper consumption by over 70% since 2022.
- Fleet upgrade: Transition to hybrid/EV service vehicles (25% of fleet converted in 2024).

Monitoring & Reporting:

- Monthly waste disposal logs tracked by the disposal vendor and reviewed for compliance.
- Carbon footprint calculations for larger projects using EPA GHG Calculator.
- Use of electronic job tracking software to monitor equipment energy consumption on active sites.

Regulatory Compliance:

- Compliance with EPA regulations, local DEQ waste disposal guidelines, and NEC hazardous location containment standards.
- All field staff trained annually in environmental handling and spill containment (training logs available).



2. Social Responsibility (S)

LNE Electric upholds workplace equality, community investment, and employee safety as core priorities.

Diversity & Inclusion Initiatives:

- Actively recruit through minority-owned hiring networks and trade schools.
- 2025 workforce: 24% women, 15% underrepresented minorities, goal to improve by 10% by 2026.
- Equal opportunity employer statement prominently displayed in all job postings and internal policies.

Employee Safety & Wellbeing:

- OSHA 30 training is required for all field supervisors.
- Weekly tailgate safety meetings; logs signed and archived for 3 years.
- Fully subsidized mental health access for employees through partnered providers.

Community Involvement:

- Pro bono electrical work for local nonprofit facilities (3 projects in 2024).
- Sponsorship of trade apprenticeships for local youth and veterans.

3. Governance (G)

We prioritize transparency, fair practices, and internal oversight in all financial and operational decisions.

Internal Controls & Accountability:

- Standard Operating Procedures (SOPs) enforced on all job sites.
- Quarterly financial audits by external CPA.
- Compliance with Generally Accepted Accounting Principles (GAAP).

Leadership Oversight:

- ESG committee composed of field operations, HR, and safety leads; meets quarterly to review ESG benchmarks.
- Anonymous ethics hotline for employee reporting.
- Anti-discrimination and anti-harassment training completed by 100% of staff in 2024.

Ongoing ESG Monitoring Services

LNE Electric contracts or utilizes the following for ESG compliance monitoring:

- ISNetwork and Avetta for jobsite safety and environmental prequalification.



- Veri force for contractor and subcontractor compliance management.
- Internal cloud-based dashboards to track CO2 estimates and diversity hiring metrics.

2025 ESG Roadmap Goals

Area	Goal	Target Date
Environmental	50% hybrid fleet conversion	Q4 2025
Social	35% minority representation	Q4 2026
Governance	Publish first ESG impact report	Q1 2026

Statement of Commitment

At LNE Electric, ESG isn't a trend—it's a reflection of our values. We believe in building the future safely, equitably, and sustainably. Our operations reflect not only compliance, but leadership in responsible contracting.