

**Company:** Sempra, San Diego, CA

**Company Description:** Sempra is a leading North American energy infrastructure company focused on delivering energy to nearly 40 million consumers. As owner of one of the largest energy networks on the continent, Sempra is electrifying and improving the energy resilience of some of the world's most significant economic markets, including California, Texas, Mexico and global energy markets. The company is recognized as

**Nomination Category:** Achievement Categories

**Nomination Sub Category:** Achievement in Ethical Leadership

**Nomination Title:** Where ethics drive excellence: Sempra in action



1. Which will you submit for your nomination in this category, a video of up to five (5) minutes, explaining the nominated achievements since July 1 of 2023, OR written answers to the questions? (Choose one):

Written answers to the questions

2. If you are submitting a video of up to five (5) minutes in length, provide the URL of the video here, OR attach it to your entry via the "Add Attachments, Videos, or Links to This Entry" link above, through which you may also upload a copy of your video. If you are submitting written answers to the questions, provide them in the appropriate spaces below:

3. Briefly describe the nominated organization: history and past performance (up to 200 words):

**Total 137 words used.**

Sempra is a leading North American energy infrastructure company focused on delivering energy to nearly 40 million consumers. As owner of one of the largest energy networks on the continent, Sempra is electrifying and improving the energy resilience of some of the world's most significant economic markets, including California, Texas, Mexico and global energy markets.

The company is continually recognized as a leader in responsible business practices and for its high-performance culture focused on safety, operational excellence, engagement and inclusion and leadership and workforce development. For its leadership, Sempra has been named to the following recognition lists: America's Best Large Employers by Forbes and Best Places to Work by USA Today, among others. In 2024, Sempra was one of just two companies to receive a perfect score on the CPA-Zicklin Index of Corporate Political Disclosure and Accountability.

4. Outline the organization's achievements since the beginning of last year that you wish to bring to the judges' attention (up to 250 words):

**Total 233 words used.**

Regularly recognized as one of the best-managed companies around the world, Sempra has built an ethics and compliance framework that sets the standard for others to follow. The backbone of the program lies in a clearly articulated Code of Business Conduct, supported by robust corporate and operational policies. These guidelines don't just meet legal requirements — they elevate them by embedding ethical expectations into every corner of the company's operations. Sempra's Supplier Code of Conduct extends this leadership standard externally, requiring partners across the supply chain to mirror the company's commitment to lawful and ethical behavior.

Sempra's dedication to education and awareness is another area where it leads by example. All employees complete a minimum of three compliance courses annually, with additional training tailored to specific roles and responsibilities. Courses span a broad range of vital topics — including anti-bribery, environmental stewardship, discrimination prevention, and data privacy — ensuring that employees are both informed and empowered.

As part of their ongoing commitment to ethics and compliance, Sempra conducted an Ethics and Compliance Survey in 2024, receiving an impressive overall score of 90.7 out of 100. The results reflect the strength of its culture and values:

- Nearly all employees reported they never feel pressured to compromise company standards to meet business goals—a strong indicator of its integrity-driven environment.

Most employees expressed positive views and awareness of its ethics and compliance programs and resources

5. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words):

**Total 244 words used.**

Sempra's ethical leadership stands apart because it isn't merely policy-driven — it's people-powered. Integrity and compliance are not confined to corporate documentation – rather, they are actively infused into the company's high-performance culture.

What makes Sempra ethical leadership exceptional is its intentional and ongoing integration of ethics into the employee experience. Through regular updates, transparent communication and a culture of reflection, employees are continuously empowered to align their decisions and behavior with the company's high standards. Annual performance reviews go beyond productivity, evaluating how each employee contributes to the ethical fabric of the organization — an approach that reinforces the belief that ethics are inseparable from excellence.

Employee engagement is another hallmark of Sempra's approach. The dedicated "Compliance Moments" intranet site offers practical guidance on navigating workplace scenarios with integrity, complemented by consistent updates in newsletters, in-person events, and interactive campaigns. These aren't just reminders — they're invitations to participate. With creative tools like games, contests, and even "compliance cookies" handed out at company events, Sempra brings ethical awareness to life in meaningful and approachable ways.

Sempra's culture of accountability and inclusivity is validated by standout industry metrics. In its most recent Ethics and Compliance Survey, the company earned an impressive score of 90.7—well above the industry average of 83.2. And in 2024, Sempra became one of only two companies to earn a perfect score on the CPA-Zicklin Index, which benchmarks transparency in political engagement among S&P 500 and Russell 1000 companies.

6. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words):

**Total 121 words used.**

[Sempra Named One of World's Most Admired Companies by Fortune Magazine | Sempra](#)

[Sempra Named a Best Employer for Diversity by Forbes | Sempra](#)

[Sempra Infrastructure CEO Justin Bird Receives 'Energy Leader of the Year' Award | Sempra](#)

[SoCalGas CEO Scott Drury Receives 'Transformative Leader' Award | Sempra](#)

[Sempra Named to FTSE4Good Index Series for Sustainable Business Practices | Sempra](#)

[Sempra Named to Dow Jones Sustainability Index North America for 14th Consecutive Year | Sempra](#)

[Sempra's Jeffrey W. Martin Receives Lifetime Achievement Recognition at Platts Global Energy Awards | Sempra](#)

[Sempra Named Among Newsweek's 'Most Responsible Companies' | Sempra](#)

[Sempra Named One of the World's Best Companies by TIME Magazine | Sempra](#)

[Sempra Earns Perfect Score on CPA-Zicklin Index | Sempra](#)

## Attachments/Videos/Links:

[Where ethics drive excellence: Sempra in action](#)



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