



# Corporate Supplier Diversity Policy Statement

## 1. PURPOSE

- 1.1. This policy defines Company approach for utilizing diverse Suppliers and describes Company Supplier Diversity Initiatives.

## 2. SCOPE

- 2.1. This policy applies to all Company purchases worldwide in countries where such Initiatives are legal and socially appropriate.
- 2.2. Individual departments or business units must support this Policy, but may have more restrictive policies for Supplier Diversity. Questions or concerns about compliance to this policy should be directed to the vice president of Procurement.

## 3. GENERAL POLICY

- 3.1. Company is committed to providing an environment where qualified diverse Suppliers who meet the requirements for quality, service and value have an equal opportunity to compete for Company business.
- 3.2. Company will use established definitions and, where available, nationally recognized diversity certifying organizations or agencies in each applicable country as a basis for its Supplier Diversity Initiatives.
- 3.3. Company will actively seek to develop and institute Supplier Diversity Initiatives in various countries and regions around the world where it does business, as allowable by local and national laws.
- 3.4. All Company Employees involved with the purchase of goods or services will support, promote and comply with applicable Initiatives.
- 3.5. Procurement Employees will also:
  - 3.5.1. monitor, track and report on Diverse Suppliers,
  - 3.5.2. provide education and training to Employees on Supplier Diversity,
  - 3.5.3. measure the effectiveness of the Initiatives through reporting of Company purchases from certified Diverse Suppliers, and
  - 3.5.4. actively participate in external organizations which promote and support Diverse Suppliers.