

SUPPLIER DIVERSITY POLICY



Purpose:

Aragen is committed to promoting diversity, equity and inclusion in its supply chain. This supplier diversity policy aims to ensure fair and equal opportunities for businesses owned by minorities, women, disability, LGBT+, Veteran, Small disadvantaged business, Micro Small & Medium Enterprise businesses.

Scope:

This policy applies to all procurement activities within Aragen and all employees involved in supplier selection and engagement are expected to adhere to this policy.

- Actively seek out and identify qualified suppliers from diverse backgrounds during the procurement process.
- Include diverse suppliers in requests for proposals (RFPs) and bid opportunities.
- Collaborate with diverse business organizations and advocacy groups to expand our network of potential suppliers.
- Provide training to employees involved in procurement to increase awareness of the importance of supplier diversity and the implementation of this policy.
- Provide resources and support to help diverse suppliers meet our procurement requirements.
- Establish mentorship or development programs to assist diverse suppliers in building capacity.

We seek to engage qualified suppliers to provide value to our supplier base and drive a competitive advantage. Qualified diverse suppliers must meet the business owned (Partially or in full) or operated by individual's representative (In the form of CXO's) certified by the nominated Agency/ Advisory Board where ever applicable of the following categories:

- Woman-owned business (WBE)
- Minority-owned business (MBE)
- LGBT+-owned business (LGBTBE)
- Disability-owned business (DOBE)
- Veteran-owned business (VBE)
- Small disadvantaged business (SDB)
- Small business enterprise (SBE)
- Micro, Small & Medium enterprise (MSME)
- Historically underutilized business enterprise (HUBZone)


Responsibility:

All employees involved in procurement accountable for the implementation of this Supplier Diversity Policy.

Targets:

- 60% of Overall Spend through diverse Supply Partners by 2030

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