

Supplier Diversity Policy

1. Purpose.

Throwe Environmental, LLC (TE) is committed to fostering diversity, equity, and inclusion in all aspects of our business operations.¹ We recognize the importance of supplier diversity as a key component of our commitment to creating a diverse and inclusive business environment. This **Supplier Diversity Policy** outlines our dedication to promoting opportunities for businesses owned by minorities, women, veterans, LGBTQ+, and other underrepresented groups.

2. Policy Statement.

TE is dedicated to cultivating a diverse and inclusive supply chain that reflects the demographics of the communities we serve. We believe that supplier diversity contributes to economic development, promotes innovation, and strengthens our overall business performance. Our commitment to supplier diversity includes actively seeking and promoting business relationships with diverse suppliers.

3. Definition² of Diverse Suppliers.

Diverse suppliers include businesses that are at least 51% owned, operated, and controlled by individuals who belong to one or more of the following groups:

- Minority-Owned Enterprises
- Women-Owned Enterprises
- Veteran-Owned Enterprises
- LGBTQ+-Owned Enterprises
- Disability-Owned Enterprises
- Small Disadvantaged Businesses
- Historically Underutilized Business Zone (HUBZone) Enterprises
- Social Enterprises or Nonprofit Organizations

¹ Other relevant policies include our [Equal Employment Opportunity \(EEO\)](#) and [Diversity, Equity, and Inclusion \(DEI\)](#) policies.

² https://www.richmondfed.org/about_us/doing_business_with_the_bank/supplier_diversity/what_is_a_diverse_supplier

4. Implementation.

Inclusion in Procurement Processes.

- All procurement processes will include consideration of diverse suppliers.
- Contracting and procurement teams will actively identify and evaluate opportunities to engage diverse suppliers.

Outreach and Education.

- TE will provide training and resources to employees involved in procurement to raise awareness about the benefits of supplier diversity.
- We will actively participate in industry events and organizations that support diverse suppliers to identify potential business partners.

Reporting and Tracking.

- TE will establish a tracking system to monitor the engagement of diverse suppliers.
- Regular reports on supplier diversity performance will be shared with our management team to ensure transparency and accountability.

Mentorship and Support.

- TE will explore mentorship programs and initiatives to support the growth and development of diverse suppliers.

5. Evaluation and Measurement.

TE will regularly assess the effectiveness of this Supplier Diversity Policy and make adjustments as needed. Key performance indicators related to supplier diversity will be established and measured to track progress over time.

6. Communication.

This Supplier Diversity Policy will be communicated internally and externally. TE will strive to promote the importance of supplier diversity through various communication channels, including our website.

7. Responsibility.

The Chief Operating Officer is responsible for the implementation and oversight of this Supplier Diversity Policy. All employees involved in procurement activities are responsible for supporting and advancing the objectives outlined in this policy.

8. Review and Revision.

This Supplier Diversity Policy will be reviewed periodically to ensure its continued relevance and effectiveness. Revisions will be made as necessary to reflect changes in the business environment, regulations, and industry best practices.

TE is committed to creating a diverse and inclusive supply chain that reflects the rich tapestry of our global community.

APPROVED BY:



**Joanne M. Throwe
President
Throwe Environmental, LLC**

UPDATED 08/05/2024