

SUPPLIER DIVERSITY POLICY

Acuity Knowledge Partners work to create mutually beneficial business relationships with diverse suppliers that strengthen the communities in which we operate. We are committed to developing mutually beneficial relationships with small, minority-owned, women-owned, disadvantaged/disabled, veteran owned and LGBTQA business enterprises. The primary goal of Acuity's Supplier Diversity Program is to provide opportunities to diverse suppliers that satisfy our procurement and contractual standards. Secondly, it supports our customers in achieving their own corporate diversity goals.

Acuity's sourcing departments are encouraged to identify and include diverse suppliers and service providers in the procurement process. Diverse suppliers that demonstrate the ability to add value, provide high-quality goods and services that are competitively priced, reliable, and aligned with our strategic business model may be included in our sourcing and procurement process. This policy reflects Acuity's desire to create opportunity for suppliers to market their products and services to Acuity and to encourage Acuity to offer opportunities to such suppliers.

OBJECTIVES

Our objectives include:

- Actively seeking out certified diverse suppliers that can provide competitive, high-quality goods and services whose business model is aligned with our business strategy
- Actively seeking out certified diverse suppliers that can provide competitive, high-quality goods and services whose business model is aligned with our business strategy
- Actively seeking out certified diverse suppliers that can provide competitive, high-quality goods and services whose business model is aligned with our business strategy
- Leverage our supplier diversity to meet our corporate customers' supplier diversity requirements

We strive to create vendor– buyer relationships that allow diverse organizations to continue to develop, while offering quality products at competitive prices.

For more information on Acuity's supplier diversity program, please email eeteam@acuitykp.com

PROCESS

Acuity's commitment to supplier diversity is not philanthropic, nor does it contradict the application of existing purchasing goals, policies, and procedures. The award of opportunities to Diverse Suppliers will be based on criteria established as part of the sourcing request or other criteria that may arise from time to time, including, but not limited to their relative competitiveness, the value of their offerings, and their demonstrated performance.

All Diverse Suppliers must be so certified by a third-party agency (or commit to obtaining such certification within the first year of engagement).

To be characterized or defined as a Diverse Supplier, a business must meet one or more criteria that may be found in the appendix to this policy.

Appendix:

- **Minority Business Enterprise (MBE)** – A Minority Business Enterprise usually certified by a federal, state, or local government agency as having met all of the government standards that award eligibility.
- **Woman Business Enterprise (WBE)** – A Women Business Enterprise usually certified by a federal, state, or local government agency as having met all of the government standards that award eligibility
- **Veteran Business Enterprise (VBE)** – Small Business Concerns owned and controlled by veterans not less than 51% owned by one or more veterans and in the case of a publicly owned business not less than 51% of the stock is owned by one or more veterans.
- **Disabled Veteran Business Enterprise (DVBE)** – A business where at least 51% is owned by disabled veterans and conducts daily business management and control. The home office cannot be a branch or subsidiary of a foreign corporation, foreign firm or other foreign-based business.
- **Disabled Owned** – A business that is at least 51% owned by one or more disabled persons who control and operate the business. Control in this context means exercising the power to make policy decisions and operate means to be actively involved in the day-to-day management of the business.
- **LGBTQ Owned** - A business that is at least 51% owned by one or more LGBTQ persons who control and operate the business. Control in this context means exercising the power to make policy decisions and operate means to be actively involved in the day-to-day management of the business.