Solenis.

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SOLENIS POLICY
Supplier Diversity

1.0 Policy

Solenis, its commercial units and majority-owned or controlled subsidiaries ("Solenis") will identify and use, as appropriate, certified minority- and women-owned suppliers (MWBEs) in its overall sourcing activities. Solenis' intent is to support economic development efforts within the minority sector to the extent that jobs may be provided, entrepreneurship may be advanced and useful goods and services may be produced at competitive prices.

1.1 Definition

This policy should follow any local law or regulations that have been implemented in that particular country / region or mentioned in the UN Global Impact.

In the United States, a certified MWBE is verified by the National Minority Supplier Development Council or its regional affiliates and is defined as a business that is at least 51-percent owned (or, in the case of a publicly owned business, at least 51 percent of the stock is owned) by one or more women or minority individuals found to be disadvantaged, as established by the Small Business Administration, and whose management and daily operations are controlled by such individuals. Included in these minority groups are African-Americans, Hispanic-Americans, Asia Pacific-Americans, Asian-Indian Americans and Native Americans. A certified non-minority women-owned business is verified by the Women's Business Enterprise Council or the National Women Business Owners Corporation.

1.2 The program

Key elements of Solenis' Supplier Diversity Program include:

- Identifying and tracking certified MWBE spend,
- Providing Solenis customers with data in support of the customers' diversity programs, and
- Identifying goods and services where MWBE sources may be used.

2.0 Scope

This applies to Solenis globally.

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3.0 Owner

Chief Procurement Officer

4.0 Exceptions

There are no exceptions to this policy.