

## SUPPLIER DIVERSITY POLICY

### Purpose:

Glochem 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 Glochem 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 supplier in requests for proposals (RFPs) and bid opportunities.
- Collaborate with diverse business organisation 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 resource and support to help diverse suppliers meet our procurement requirement.
- 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)

### 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.

### Review Mechanism:

GLOCHEM review this policy on an annual basis. This includes a review of the policy's implementation and effectiveness as well as necessary amendments to the policy. The policy will be in effect till any specific revision or amendments are incorporated for revision.

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