

Ian Martin Supplier Diversity Policy

We have a commitment to diversity in our own practices and operations, and we extend that commitment and expectation to our suppliers. We thus encourage purchasing goods and services from suppliers who are representative—especially in terms of ownership and management—of diverse backgrounds, including race, ethnicity, religion, gender, sexual orientation, and ability.

Ian Martin recognizes that supplier diversity is a business strategy that involves making concerted efforts to procure supplies from minority-owned/women-owned/aboriginal-owned/LGBTQ2+-owned/veteran-owned companies when choosing suppliers.

This policy aims to achieve diversity goals while enabling the growth of diverse businesses in our communities. We strive to create vendor-buyer relationships that allow diverse organizations to continue to develop, while we obtain quality products/services at competitive prices.

Our supplier diversity goal is to proactively identify, build relationships with, and purchase goods and services from certified small businesses as well as enterprises owned by minorities, women, veterans, members of the lesbian, gay, bisexual, and transgender (LGBT) community, and disabled persons that can help Ian Martin achieve our business goals.

In this regard, Ian Martin's employees are committed to:

- Proactively seeking out certified diverse suppliers that can provide competitive, high-quality goods and services whose business model is aligned with our business strategy.
- Ensuring the inclusion of diverse suppliers as a part of our strategic sourcing processes.
- Communicating the value of supplier diversity both internally and externally.