



# Supplier Diversity Policy

Last Updated: August 2024



## Purpose

The purpose of this Supplier Diversity Policy is to promote the inclusion of diverse suppliers in our procurement processes. At TP we believe that supplier diversity drives innovation, enhances competitiveness, and positively impacts the communities in which we operate.

## Policy Statement

Our company is committed to fostering an inclusive supply chain by providing equal opportunities for businesses of all sizes, including those owned by minorities, women, veterans, LGBTQ+ individuals, and persons with qualified disabilities. We aim to create a diverse supplier base that reflects the diversity of our customers, our workforce, and the global marketplace.

## Objectives

- Increase Diverse Supplier Participation: Actively seek out and engage diverse suppliers for potential procurement opportunities.
- Economic Impact: Contribute to the economic growth and sustainability of diverse businesses and communities.
- Innovation and Competitiveness: Leverage the unique perspectives and capabilities of diverse suppliers to drive innovation and enhance our competitive edge.

## Definitions

Diverse Suppliers: Businesses that are at least 51% owned, operated, and controlled by one or more individuals from the following groups:

File / Doc Name	Supplier Diversity Policy	URN, Version	Version	Author	Dallas FitzPatrick	Issue Date
Dept/Campaign	DEI	Classification	Final	Approved by	Teri O'Brien	August2024
						Page 2 of 6



- Minorities (e.g., African American, Hispanic, Asian, Native American, and ethnic or racial groups that are underrepresented in the local context, such as indigenous peoples, and other marginalized communities)
- Women
- Veterans
- LGBTQ+ individuals
- Persons with qualified disabilities

## Scope

This policy applies to all TP procurement activities, subject to applicable law. All employees involved in sourcing and procurement are responsible for adhering to this policy and supporting our supplier diversity initiatives where these conditions are met.

## Implementation

To effectively execute our Supplier Diversity Policy, we will take the following actions:

- **Supplier Identification:** Utilize databases, industry associations, and community organizations to identify potential diverse suppliers.
- **Outreach and Engagement:** Participate in and sponsor events, workshops, and forums to connect with diverse suppliers.
- **Evaluation and Selection:** Ensure that diverse suppliers are given fair consideration in the procurement process. Evaluate suppliers based on quality, service, cost, and innovation.
- **Support and Development:** Provide resources, training, and mentoring to help diverse suppliers enhance their capabilities and competitiveness.
- **Tracking and Reporting:** Monitor and report on the inclusion of diverse suppliers and the impact of supplier diversity initiatives.

File / Doc Name	Supplier Diversity Policy	URN, Version	Version	Author	Dallas FitzPatrick	Issue Date
Dept/Campaign	DEI	Classification	Final	Approved by	Teri O'Brien	August2024
						Page 3 of 6



## Responsibilities

**Procurement Team:** Ensure that diverse suppliers are included in the sourcing process in countries where applicable and provide regular reports on supplier diversity performance in those locations.

**Diversity, Equity, and Inclusion Officer:** Oversee the supplier diversity program and ensure its alignment with TP’s overall diversity and inclusion strategy. Collaborate with the procurement team to support the implementation of supplier diversity initiatives and provide guidance on best practices.

**Senior Management:** Support and advocate for the supplier diversity policy, ensuring it is integrated into the company’s strategic objectives.

**Legal Team:** Support the Procurement Team and other stakeholders in the legal interpretation of this policy, in achieving consistency in its application, and to ensure that it is implemented in accordance with applicable local, national, and international laws and regulations.

## Legal Compliance

This policy will be implemented in accordance with applicable local, national, and international laws and regulations. Where there are conflicts between this policy and legal requirements, the latter will take precedence.

## Continuous Improvement

We are committed to continuously improving our supplier diversity efforts by regularly reviewing and updating this policy, incorporating feedback, and adopting best practices from industry leaders.

File / Doc Name	Supplier Diversity Policy	URN, Version	Version	Author	Dallas FitzPatrick	Issue Date
Dept/Campaign	DEI	Classification	Final	Approved by	Teri O’Brien	August2024
						Page 4 of 6



## Conclusion

At TP our commitment to supplier diversity is an important aspect of our business strategy. By partnering with diverse suppliers, we not only drive economic growth but also foster an inclusive environment that reflects our values and enhances our ability to serve our customers worldwide.

File / Doc Name	Supplier Diversity Policy	URN, Version	Version	Author	Dallas FitzPatrick	Issue Date August2024
Dept/Campaign	DEI	Classification	Final	Approved by	Teri O'Brien	Page 5 of 6

