

Supplier Diversity Policy

Commitment/Mission

Zempleo recognizes the necessity to have a corporate policy and commitment to support small, certified minority, certified women and veteran business owners and to develop an advanced supplier diversity process that accurately represents our desire to support the growth of small business. We are committed to maintain a supplier list that reflects our customer base, and offers a wide range of perspectives and capabilities. This is a business decision and is a customer-driven component of our corporate strategy. In conjunction with utilizing a diverse network of small, certified minority, certified woman and veteran owned businesses to support our corporate mission, Zempleo believes strongly in utilizing the goods and services provided by these organizations as a mentoring opportunity.

Principles

- Measure, market and manage all supplier diversity initiatives that benefit not only Zempleo, but our diverse client base as well.
- Communicate the benefits of having a robust supplier diversity program to our supplier base, by recognizing business partners who have a program, and encouraging those that don't, to develop one.
- Maintain a sustainable Supplier Diversity program that is based on business ethics, and practicality while also strengthening relationships in the communities where we do business.
- Provide mentoring to smaller businesses.
- Support our clients, and their respective supplier diversity programs.

Action Plan

- Establish a current benchmark of spend with certified diversity, woman owned and veteran owned businesses. Create Supplier Diversity goals.
- Develop purchasing policy or process to ensure inclusion of qualified diversity suppliers.
- Integrate and expand a diverse supplier base into existing business operations, measured not only on dollars spent, but with the number if diverse suppliers utilized.
- On boarding process for new suppliers to properly vet them
- Report the success of our Supplier Diversity program on an annual basis.