

## **Evoqua Water Technologies Supplier Diversity Policy**

### **Our Vision**

At Evoqua Water Technologies, we believe that supplier diversity will provide us with the opportunity to meet our customers' needs and align with our core values. One of our strongest core values is to embrace inclusion and diversity as a primary catalyst for innovation. To achieve this, we are committed to developing mutually beneficial relationship with small, minority-owned, women-owned, disadvantaged, disabled, veteran owned and LGBTQ business enterprises.

Evoqua Water technologies believes that by collaborating to win together we can build better partnerships, sustainable and innovative solutions for our customers, a resilient supply chain, competitive advantage, and spur economic equity for diverse suppliers and their communities.

### **Diverse Suppliers**

A diverse supplier is recognized as a business majority owned ( $\geq 51\%$ ) and operated by a group that is typically underrepresented. If you currently self-identify as a diverse supplier, we strongly encourage you to work towards becoming a certified supplier as we will not accept self-identification beyond December 2022. Please connect with one of the local, state, federal or international organizations seen on page 2 to begin the certification process.

### **Goal of the Program**

- Promote the inclusion of diverse suppliers in our global procurement process
- Enable and develop diverse suppliers to ensure access to opportunities through Evoqua
- Target that all self-certified suppliers must become certified by the start of the 2023 calendar year to maintain diverse supplier status within Evoqua's program
- Create economic growth for new suppliers and their communities
- Continuous development of a resilient supply chain
- Foster continuous improvement between new and existing suppliers and provide best value for Evoqua's customers

### **Steps to Promote Diversity within the Supply Chain**

- Communicate the value of supplier diversity both internally and externally to all stakeholders
  - CEO & Executive Leadership support for the initiative, policy and generate a top-down approach to generate commitment to work towards meeting the targets set out in this policy document
  - Educate employees on the benefits of increasing supplier diversity, and increase awareness of customer and investor interest in our progress

- Ensure the inclusion of diverse suppliers as a part of our strategic sourcing process
  - Sourcing and procurement should be actively seeking diverse suppliers to incorporate into the supply chain. Utilization of diversity organizations to assist with Sourcing diverse suppliers and service providers
  - When applicable diverse suppliers to be included in new projects/bids
- Monitoring progress
  - Strategic Sourcing will track supplier diversity spend on a corporate level, as well as Project specific where required, in order to measure progression
  - Maintain accurate records of suppliers' certification status with active facilitation for them to achieve appropriate recognized diversity status
  - Quarterly review of spend including
    - Total amount of Diverse Spend by supplier
    - Number of Diverse suppliers by category
    - Percentage of increase/decrease revenue from diverse business partnerships
- Participate in conferences, workshops, and/or other events to attract diverse suppliers.

**Evoqua Water Technologies Supplier Diversity Contact Info:**

For more information about the Evoqua Supplier Diversity program, contact [supplierdiversity@evoqua.com](mailto:supplierdiversity@evoqua.com)

## **Qualifications:**

To qualify as a diverse business, Evoqua Water Technologies recognizes those who self-identify as diverse per the qualifications defined by the organizations below. This list is not exhaustive but rather meant as a guide for definitions and resources for certification. We prefer that our suppliers are certified by federal, state, and local government agencies. Diverse businesses usually fall within one of the following categories:

- Small Business Enterprise (SBE): 500 employees or fewer and average of annual receipts under \$7.5MM <http://www.sba.gov/>
- Minority Business Enterprise (MBE): at least 51% owned by, and daily management and operations controlled by, at least one African American, Hispanic American, Asian American, or Native American owner [MBE Certification \(nmsdc.org\)](http://www.nmsdc.org)
- Women Business Enterprise (WBE): at least 51% woman owned, and daily management and operations controlled by at least one woman owner [Women-Owned Small Business Federal Contracting Program \(sba.gov\)](http://www.sba.gov)
- Veteran Owned Small Business (VOSB): At least 51% owned by, and daily management and operations are controlled by a veteran of the U.S. armed forces, and meeting certain SBA size requirements [Veteran assistance programs \(sba.gov\)](http://www.sba.gov)
- Disadvantaged Business Enterprise (DBE): at least 51% owned by, and daily management and operations controlled by, at least one disabled individual [Small Disadvantaged Business \(sba.gov\)](http://www.sba.gov)
- Historically Underutilized Business Zones (HUBZone): A small business that is at least 51% owned and controlled by U.S. citizens, with principal business office and 35% or more of employment in a historically underutilized business zone [HUBZone program \(sba.gov\)](http://www.sba.gov)
- Lesbian, Gay, Bisexual, Transgender Owned Certified Business Enterprise (LGBT): at least 51% owned, operated, managed, and controlled by an LGBT person or persons [NGLCC | Get Certified | nglcc.org](http://www.nglcc.org)
- National Minority Supplier Development Council (NMSDC)- [www.nmsdc.org](http://www.nmsdc.org)
- Women's Business Enterprise National Council (WBENC)- [www.wbenc.org](http://www.wbenc.org)
- National Women Business Owners Corp (NWBOC)- [www.nwboc.org](http://www.nwboc.org)
- National Veteran Business Development Council (NVBDC)- [www.nvbdc.org](http://www.nvbdc.org)