**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 (>/=51%) and operated by a group who have been marginalized, underutilized, and 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.

* Small businesses do not fall within the paramotors of being diverse. However, the following certifications of small businesses do:
  + Veteran Business Enterprise (VBE)
  + Veteran Owned Small Business (VOSB)
  + Women Business Enterprise (WBE)
  + Women Owned Small Business (WOSB)

**Goal of the Program**

* Promote the inclusion of diverse suppliers in our global procurement process
* Target spend with diverse suppliers to represent X% of spend allocated to certified diverse suppliers by 2025
* 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 by spending $X% spend with local businesses
* 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 customers 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
    - Utilization of D&B data
  + Quarterly review of our 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:

* + **Disability-Owned Business Enterprise (DOBE)**
  + **Disadvantaged Business Enterprise (DBE)** [**Link**](https://www.transportation.gov/civil-rights/disadvantaged-business-enterprise/definition-disadvantaged-business-enterprise#:~:text=DBEs%20are%20for%2Dprofit%20small,management%20and%20daily%20business%20operations.)
  + **Historically Underutilized Business Zone (HUBZone)**
  + **Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)**
  + **Minority Business Enterprise (MBE)** [**Link**](https://nmsdc.org/mbes/mbe-certification/)
  + **Service-Disabled Veteran Business Enterprise (SDVBE)** [**Link**](https://navoba.org/certification/)
  + **Service-Disabled Veteran-Owned Small Business (SDVOSB)** Link
  + **Small Disadvantaged Business (SDB)** [**Link**](http://sbagov.org/government_opportunities/federal_contracting_guide/small_disadvantaged_business.htm)
  + **Veteran Business Enterprise (VBE)** [**Link**](https://navoba.org/certification/)
  + **Veteran-Disability Owned Business Enterprise (V-DOBE)** [**Link**](https://www.cvmsolutions.com/glossary/veteran-disability-owned-business-enterprise)
  + **Veteran-Owned Small Business (VOSB)** [**Link**](https://www.cvmsolutions.com/glossary/veteran-disability-owned-business-enterprise)
  + **Women Business Enterprise (WBE)** [**Link**](https://static1.squarespace.com/static/53ee2f53e4b08ae50e0b57a4/t/5a86f27571c10bc44db2c052/1518793333872/WBENC_Standards__Procedures_Feb2018.pd)
  + **Women-Owned Small Business (WOSB)** [**Link**](https://static1.squarespace.com/static/53ee2f53e4b08ae50e0b57a4/t/5a86f27571c10bc44db2c052/1518793333872/WBENC_Standards__Procedures_Feb2018.pdf) **Canadian Aboriginal and Minority Supplier Council (CAMSC)** [**Link**](https://camsc.ca/about/)
  + **Minority Supplier Diversity United Kingdom (MSDUK)** [**Link**](https://www.msduk.org.uk/about-us/)
  + **Minority Supplier Development China (MSD China)** [**Link**](https://www.gsda.global/)
  + **The South African Supplier Diversity Council (SASDC)** [**Link**](https://www.sasdc.org.za/index.php#benefits-and-services)

Please refer to the supplier diversity webpage for all formal definitions.