

Sharing Kindness, Inc. Supplier Diversity Policy

Sharing Kindness, Inc. (“the Organization”) recognizes that diversity strengthens our workplace, enhances our programs, and contributes to the resilience of the communities we serve. Through this Supplier Diversity Policy (“the Policy”), the Organization seeks to advance the following goals:

- **Increase sustainability** by building a stronger, more diversified supply chain.
- **Promote diversity, equity, and inclusion** through innovative, socially responsible purchasing practices.
- **Support the local community** by encouraging economic participation and reflecting the demographics of the populations we serve.

Accordingly, it is the policy of the Organization to promote the inclusion of **small and diverse businesses** in all aspects of our purchasing process and to make continuous, good-faith efforts to increase our use of such enterprises.

For the purposes of this Policy, the Organization follows the **Small Business Administration (SBA)** definition of “small business.” While not an exhaustive list, the following categories are recognized as **diverse suppliers**:

- Women-owned businesses
- Veteran-owned businesses
- Disabled-owned businesses
- LGBT-owned businesses
- Minority-owned businesses
- Other small businesses that meet SBA criteria

The Organization will continue to evaluate suppliers on standard criteria such as price, quality, customer service, delivery, and alignment with business needs. In addition, we will implement this Policy and reinforce our commitment to supplier diversity by:

- **Identifying, seeking out, and expanding** our network of small and diverse vendors;
- **Training and encouraging purchasers** to include small and diverse businesses in competitive processes whenever feasible;
- **Monitoring, measuring, and reporting** on the effectiveness of our supplier diversity efforts.

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The Organization is committed to the successful implementation of this Policy. Oversight will be provided by the **Nominating and Governance Committee**, which will be responsible for:

- Developing and maintaining supplier diversity initiatives;
- Establishing short-term and long-term goals;
- Monitoring progress and reporting findings to the Board;
- Collaborating with Sharing Kindness staff on day-to-day implementation.

Approved and Effective: October 20, 2025