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Supplier Diversity Policy

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Introduction

Henniges Automotive is committed to promoting diversity and inclusion in all aspects of our business operations, including our supply chain. This Supplier Diversity Policy outlines our commitment to working with a diverse group of suppliers, including minority-owned, women-owned, veteran-owned, disabled-owned, LGBTQ+-owned, and other historically underrepresented businesses.

Policy Statement

Henniges Automotive is dedicated to:

- Actively seeking and engaging with diverse suppliers.
- Ensuring that supplier diversity is an integral part of our procurement process.
- Encouraging the growth and development of diverse suppliers.
- Measuring and tracking our progress in supplier diversity.

Inclusive Procurement

We believe that a diverse supplier base enriches our business and the communities in which we operate. We will seek opportunities to partner with suppliers who represent diverse backgrounds, experiences, and perspectives.

Objectives

The objectives of our Supplier Diversity Program include:

- Increasing the representation of diverse suppliers in our supply chain.
- Fostering long-term relationships with diverse suppliers.
- Promoting economic growth and sustainability within diverse communities.
- Enhancing innovation and competitiveness through a diverse supplier base.
- Monitoring and reporting on supplier diversity efforts and results.

Supplier Identification

Henniges Automotive will identify and engage with diverse suppliers through various means, including supplier databases, industry associations, trade shows, and outreach programs.

Procurement Practices

We will integrate supplier diversity policy and programs into our procurement practices, including supplier selection, evaluation, and contract award processes.

Collaboration

We will collaborate with diverse suppliers to help them build capacity, grow their businesses, and succeed within our supply chain.

Reporting and Accountability

Henniges Automotive will regularly report on our supplier diversity efforts and results, including spending with diverse suppliers. We will hold our organization accountable for meeting supplier diversity goals and objectives.

Training and Awareness

We will provide training and awareness programs for our employees and suppliers to ensure understanding and support for our supplier diversity initiatives.

Review and Updates

This Supplier Diversity Policy will be reviewed and updated periodically to align with our evolving commitment to diversity and inclusion.

Conflicts of interest

Henniges is committed to transparent and ethical conduct in its dealings with suppliers. We believe that preventing conflicts of interest is key to maintaining trust and quality collaboration. Our relationship is described in the [Supplier Code of Conduct Policy](#). We also require our suppliers to conduct themselves according to these basic principles.

Henniges Automotive’s Supplier Diversity Policy aims to create a more inclusive and equitable business environment while also promoting economic growth in diverse communities. We invite our employees, suppliers, and partners to join us on this journey.

Mike Ostrander



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