

## Program Overview

Numotion, the U.S. leader in providing mobility & independence solutions, recognizes that having a diverse supplier pool is a major competitive advantage and a powerful business tool. Numotion's supplier diversity mission is to proactively identify, build relationships with, and purchase goods and services from enterprises owned by persons with disabilities, minorities, women, veteran-disability and service-disabled veteran, members of the lesbian, gay, bisexual, and transgender (LGBT) community that can help Numotion achieve its business objectives.

## Supplier Diversity Policy

It shall be the policy of Numotion that diverse suppliers will have an equal opportunity to be included in our strategic sourcing and procurement process. Companies that seek to do business with Numotion must demonstrate the ability to add value, and provide high-quality goods and services that are competitively priced, reliable, and aligned with our business strategy.

## Program Commitment

Numotion is committed to building a strong Supplier Diversity Program. The foundation of our program consists of internal and external deliverables to help ensure program success for all Numotion stakeholders.

### Scope:

- Numotion's initial two-year goal is to make our supplier base more reflective of the customers, associates, and communities that our company serves, by identifying procurement opportunities and maximizing participation of suppliers owned by and employing persons with disabilities.
- Fully expand its focus on additional diverse groups as the program matures.
- Recognize and elevate disability-owned businesses within the supplier diversity program.
- Join the Disability:IN Procurement Council to collaborate with other supplier diversity leaders on best and next practices.
- Promote and, in some cases, fund certification opportunities with our current suppliers.

### Objectives:

- Actively seeking out certified diverse suppliers that can provide competitive, high-quality goods and services whose business model is aligned with our business strategy.
- Ensuring the inclusion of diverse suppliers as a part of our strategic sourcing and procurement process.
- Communicating the value of supplier diversity both internally and externally to all stakeholders.

## Our Program Focus:

- Objective Measurements – establish and meet company goals and objectives that support our overall diversity strategy.
- Tracking and Reporting – monitor and report our progress toward achieving our supplier diversity goals and objectives with a strong emphasis on continuous improvement.
- Training and Education – help ensure that employees in decision-making positions throughout our organization understand Numotion's supplier diversity principles and commitment.
- External Outreach Activities – seek diverse suppliers through active involvement with small business and minority development organizations, and participation in various trade shows and procurement events.
- Communications – educate employees, management, diverse suppliers, and the community-at-large on our supplier diversity program, policies, and achievements.
- Second Tier Program – work with Numotion's top 30 suppliers to achieve supplier diversity at multi-tiered levels within our value chain.
- Awards Program and Recognition – highlight and reward the hard work and outstanding efforts of our employees and recommend suppliers for external awards.