

Internal Supplier Diversity Policy

Policy Statement:

At Commonwealth Auto School, we are committed to promoting supplier diversity and fostering an inclusive supply chain that reflects the diverse communities we serve. We believe that supplier diversity contributes to our success by fostering innovation, driving economic growth, and creating opportunities for underrepresented businesses. This policy outlines our commitment to actively seek, engage, and support diverse suppliers in our procurement processes.

Policy Guidelines:

1. Supplier Diversity Definition:

a. For the purposes of this policy, diverse suppliers are defined as businesses that are majority-owned, operated, and controlled by individuals from historically underrepresented groups, including but not limited to women, minorities, veterans, LGBTQ+, and persons with disabilities.

2. Supplier Diversity Goals:

a. Commonwealth Auto School strives to achieve meaningful supplier diversity by setting specific goals and targets to increase the participation of diverse suppliers in our supply chain.

b. Our supplier diversity goals will be periodically reviewed and updated to align with industry best practices and the changing needs of our organization.

3. Supplier Outreach and Engagement:

a. We will actively seek out and engage with diverse suppliers by utilizing diverse supplier databases, attending supplier diversity events, and fostering relationships with diverse business organizations.

b. We will provide clear and accessible information on our procurement processes, supplier qualification criteria, and opportunities for diverse suppliers to participate.

4. Supplier Selection and Evaluation:

a. Diverse suppliers will be given fair and equal consideration in our procurement processes.

b. We will evaluate diverse suppliers based on their qualifications, capabilities, quality, pricing, delivery performance, and alignment with our organization's values and goals.

c. We will maintain transparency and accountability in our supplier selection process, ensuring that decisions are based on objective criteria and without discrimination.

5. Supplier Development and Support:

a. We are committed to supporting the growth and development of diverse suppliers by providing mentoring, training, and networking opportunities.

b. We will collaborate with diverse suppliers to help them build capacity, enhance their business practices, and overcome barriers to success.

6. Tracking and Reporting:

a. We will establish systems and processes to track, monitor, and report on our progress towards supplier diversity goals.

b. Regular reports will be generated to provide visibility into the utilization and performance of diverse suppliers in our supply chain.

7. Continuous Improvement:

a. We will continuously review and improve our supplier diversity initiatives and practices, seeking feedback from diverse suppliers and stakeholders to drive positive change.

b. We will stay informed about industry trends, best practices, and relevant regulations to ensure our supplier diversity efforts remain current and effective.

8. Supplier Diversity Communication:

a. We will communicate our commitment to supplier diversity both internally and externally, sharing the importance of supplier diversity and the benefits it brings to our organization, community, and economy.

b. We will collaborate with diverse suppliers to showcase their success stories and the positive impact of supplier diversity initiatives.

9. Compliance:

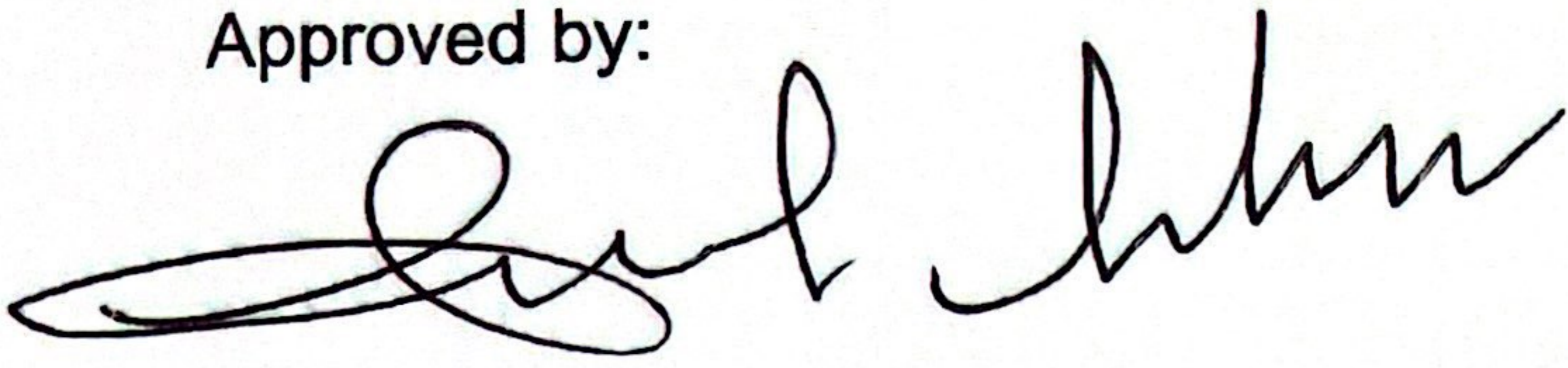
a. All procurement activities and decisions will comply with applicable laws, regulations, and company policies, including equal opportunity, fair competition, and ethical business practices.

b. Any concerns or allegations of non-compliance with this policy will be addressed promptly and thoroughly.

Review and Implementation:

This Internal Supplier Diversity Policy will be periodically reviewed, updated, and communicated to all relevant stakeholders within Commonwealth Auto School. We are committed to the effective implementation of this policy and the achievement of our supplier diversity goals.

Approved by:

A handwritten signature in black ink, appearing to read 'Abdul Lohar', written in a cursive style.

Abdul Lohar
Owner
Commonwealth Auto School

Date: 5/10/2018