

Supplier Diversity Program Policy

Clean Earth places high value on the unique relationships we have with our customers, the diverse communities that we serve and the diverse suppliers we partner with. Our goal is to enhance and grow these partnerships over time.

The Clean Earth's Supplier Diversity Program is designed to encourage the development of minority-owned, women owned (MWBE), disadvantaged (DBE), veteran-owned (VET), lesbian, gay, bisexual, transgender (LGBTQ) owned businesses, as well as Small Business Administration (SBA) defined small businesses ("Diverse Suppliers").

We view supplier diversity as a strategic business advantage. Our commitment to this mission reinforces our corporate values, while visibly demonstrating our support for equal business opportunity.

Clean Earth's Supplier Diversity program aims to achieve diversity goals while enabling the growth of diverse businesses in our communities. We strive to create vendor-buyer relationships that allow diverse organizations to continue to develop while offering quality products at competitive prices by:

- Internally and externally promoting the sourcing of goods and services from high-performing, competitive diverse suppliers
- Monitoring and measuring the supplier diversity and inclusion program effectiveness
- Participating in outreach programs/activities to support diverse suppliers
- Actively seeking out certified diverse suppliers that can provide competitive, high-quality goods and services
- Ensuring our certified diverse suppliers align their business model and values with Clean Earth, permitting them to grow as a key part of our business strategy
- Including diverse suppliers in our Strategic Sourcing and Procurement processes

Our Objectives:

- Support local communities by selecting vendors that represent the communities we serve and operate within
- Create Leadership focus on this critical part of our business
- Communicate the value of supplier diversity to all stakeholders
- Assist our sub-contractors in utilizing diverse suppliers in their contracts with Clean Earth
- Leverage our supplier diversity results to meet customers' diversity requirements
- Measure progress
- Ensure all major contracts and projects will strive to include diverse suppliers
- Focus on Tier I and Tier II procurement opportunities

For more information on Clean Earth's supplier diversity program, please email ra_ce-procurement@harsco.com.