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Diverse Supplier and Consulting Policy

Version 2024

CAPSUS

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1 Purpose

At CAPSUS, we are committed to fostering a diverse and inclusive business environment.

Our Diverse Supplier and Consulting Policy catalyzes integrating a broader spectrum of suppliers, providing enhanced opportunities for those who have traditionally faced financial marginalization or underrepresentation—both as business owners and employees. Additionally, it aligns with our dedication to supporting our customers in their pursuit of corporate diversity goals.

2 CAPSUS Gender, Diversity and Inclusion Principles

Guided by the CAPSUS Gender, Diversity, and Inclusion Policy we actively combat discrimination and unequal employment opportunities based on various visible and non-visible factors that shape an individual's identity such as gender, sexual orientation, religion, belief, nationality, or culture.

In CAPSUS, we consider three pillars or principles to promote social plurality within our team, suppliers, clients, and affiliated partners.

- **Non-discrimination, Harassment, and Violence:** We are dedicated to cultivating a positive, fair, and safe environment, maintaining zero tolerance for discrimination, segregation, and various forms of violence, including sexual, psychological, physical, and emotional.
- **Gender Equality:** We promote gender equality by empowering individuals whose opportunities may be hindered by stereotypes, thus fostering their development.
- **Sexual Diversity and Inclusion:** We prioritize inclusivity, encouraging visibility without bias,

and fostering an environment that respects each individual's autonomy, identity, and privacy.

3 Our Focus on Diverse Business Groups

A Diverse Supplier is defined as a company that is certified to be at least 51 percent owned, managed, and controlled by one or more individuals from diverse backgrounds.

The main categories considered within the CAPSUS Diverse Supplier and Consulting Policy are:

- Minority-owned businesses.¹
- Woman-owned businesses.
- LGBTQ+-owned businesses.
- Disability-owned businesses.
- Elderly / Senior-owned businesses.²
- Micro, small and medium-sized enterprises (MSMEs).

4 Objectives

Our Diverse Supplier and Consulting Policy is designed to:

- **Enhance Diversity and Inclusion:** Increase the participation and opportunities for financially marginalized or underrepresented individuals, both as business owners and employees.
- **Integrate Diverse Suppliers:** Make a proactive effort to include diverse suppliers and consultants in CAPSUS' strategic procurement process.
- **Communication and Advocacy:** Communicate the value and process of the Diverse Supplier and Consulting Policy internally and externally to all stakeholders.
- **Encourage Diversity Among Suppliers:** Encourage all our suppliers and consultants to

demonstrate inclusion and diversity within their own operations and supply chain.

- **Meet Corporate Client Demands:** Utilize our suppliers and consultants diversity outcomes to meet the supplier and consultant diversity demands of our corporate clients.

5 Program

To achieve the objectives set out in this Policy, we undertake the following actions:

1. **Proactive Engagement:** Actively seek diverse suppliers and consultants through participation in diversity events and networking within diverse communities.
2. **Registration Process:** Establish a robust diverse supplier and consultant registration process.
3. **Performance Metrics:** Define metrics to monitor, evaluate, and report progress on the Diverse Supplier and Consulting Policy.
4. **Internal Dissemination:** Disseminate the Diverse Supplier and Consulting Policy within the internal recruitment process.
5. **Stakeholder Communication:** Communicate the value and efforts of supplier and consultant diversity to both internal and external stakeholders.

6 Review and Adaptation

The Diverse Supplier and Consulting Policy will undergo an annual review to assess its effectiveness, ensuring alignment with the evolving goals and priorities of our organization. Adjustments will be made as necessary to uphold its continued relevance. At CAPSUS, we remain committed to fostering a diverse, inclusive, and equitable business ecosystem.

¹ A Minority-owned business refers to a company that is at least 51 percent owned, managed and controlled by one or more individuals from a specific national, ethnic or linguistic minority within its local context.

² A Senior-owned business refers to a company that is at least 51 percent owned, managed and controlled by one or more individuals who are typically of advanced age, commonly regarded as seniors or older adults.