

Diversity, Equity, & Inclusion in the Supply Chain

Meridian Chemicals, LLC – Version 3 (06/01/2023)

Meridian Diversity, Equity, and Inclusion Procurement Policy

At Meridian Chemicals, we are committed to fostering a workplace that values and prioritizes Diversity, Equity, and Inclusion (DEI) in all aspects of our business, including procurement. We recognize that a diverse and inclusive supply chain is essential for our success and the success of our partners. As such, we pledge to uphold the following principles in our procurement practices:

1. Diverse Supplier Inclusion:

We are dedicated to actively seeking out and engaging with suppliers that represent a wide range of backgrounds, including but not limited to gender, ethnicity, race, sexual orientation, disability, and veteran status. We believe that by embracing diversity, we enhance innovation, creativity, and overall business performance.

2. Equitable Opportunities:

We are committed to providing equitable opportunities for all suppliers, irrespective of their size or ownership structure. Our procurement processes will be transparent, fair, and accessible, ensuring that all potential suppliers have an equal chance to compete for and secure business with Meridian Chemicals.

3. Inclusive Decision-Making:

We will strive to incorporate diverse perspectives and voices in our decision-making processes. This includes involving suppliers from various backgrounds in discussions, consultations, and feedback sessions to ensure that our procurement strategies are reflective of the diverse world in which we operate.

4. Supplier Development and Support:

Meridian Chemicals will actively support the development and growth of our diverse suppliers. This includes providing resources, mentorship programs, and capacity-building initiatives to help suppliers overcome barriers and succeed in their respective industries.

5. Continuous Improvement:

We are dedicated to continuously evaluating and improving our DEI efforts within the procurement function. We will regularly assess our progress, set benchmarks, and implement corrective actions to ensure that we are meeting and exceeding our DEI goals.

6. Training and Awareness:

Meridian Chemicals will invest in training programs to raise awareness among our procurement team regarding the importance of DEI. This includes education on unconscious bias, cultural competence, and best practices for promoting diversity and inclusion in the supply chain.

7. Reporting and Accountability:

We commit to transparently reporting our progress in integrating DEI principles into our procurement practices. This includes tracking key performance indicators related to supplier diversity and regularly communicating our achievements and challenges to stakeholders.

A handwritten signature in blue ink, appearing to read "Robert Helwick".

Robert Helwick, CEO

Read and approved on 06/01/2023.