

SUPPLIER DIVERSITY AND INCLUSION POLICY CUM PROCEDURE

A. Our Vision:



The INTEGRA Engineering India Limited works to create mutually beneficial business relationships with diverse suppliers that strengthen the communities in which we operate.

We are committed to developing mutually beneficial relationships with small, minority-owned, women-owned, disadvantaged/disabled, veteran owned and LGBT (lesbians, gays, and bisexual or trans-gender) business enterprises.

The primary goal of INTEGRA Engineering India Ltd's Supplier Diversity Program is to provide opportunities to diverse suppliers that satisfy our procurement and contractual standards. Secondly, it supports our customers in achieving their own corporate diversity goals.

B. Our Mission:



To establish and implement a sustainable Supplier Diversity and Inclusion program that creates value by:

- Promoting the sourcing of goods and services from high performing, competitive diverse suppliers.
- Monitoring and measuring the Supplier Diversity and Inclusion Program effectiveness; and
- Participating in outreach programs/activities to support Diverse Suppliers.

C. What Is Supplier Diversity?



Supplier Diversity is about adopting a fair and inclusive procurement process, ensuring all businesses, regardless of their size, location, and the background of their workforce, have the same opportunities to compete for the supply of goods and services to Standard Life. Supplier Diversity is not about positive discrimination; it is about providing a platform of opportunity for businesses into Standard Life's supply chain. Our procurement process strives to acquire goods and services that meet our service, quality, cost, innovation, risk and sustainability standards, and these criteria must continue to be delivered by all suppliers.

D. What are the benefits?




By broadening the diversity of our supply base, we will:

- Align our procurement and supply chain strategies to our guiding principles of Inclusion, Development, Compliance and Continuous Improvement.
- Support local businesses, economies and the communities we serve.
- Improve supplier engagement and inclusion Harvest innovation and encourage new entrepreneurs.

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	<ul style="list-style-type: none"> • Identify new suppliers and markets. • Create opportunities for business development and revenue generation; working with diverse suppliers will enhance Standard Life's capacity to understand, access, and meet the needs of this diverse market, and help shape our brand and product proposition • Positively drive our commitment to Sustainability within and across the supply chain
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<p>E. Procedure</p> 	<p>The purchase department will participate with global, national, regional and local initiatives in order to maintain awareness of resources and will encourage diversity suppliers to meet with INTEGRA Engineering India Limited associates to review product/service specifications, and review supplier qualifications including licenses, certification, and insurance requirements as appropriate.</p> <p>Purchase team shall share supplier registration form to supplier for collect information of suppliers. Based on filled information purchase team scrutinize the supplier information as per supplier diversity policy cum procedure and other requirements of company own.</p> <p>What is a “Diverse Supplier”? Diverse firms include small, women, minority, veteran, and LGBT-owned firms. Each firm represents a Indian citizen that has been certified as (a) small or (b) minority, or (c) women, (d) veteran or other diverse owner(s).</p> <p>What qualifies a business as woman-owned? Woman Business Enterprise (WBE) is a business that is at least 51 percent owned/operated/controlled by one or more women. Documents required like GST certificate, business registration evident,</p> <p>What is “Certification” as a Small Business? Indicates whether the business has been certified by a federal, state or local government agency or organization as having met all of the government standards that award eligibility. Like MSME certificate etc.</p> <p>Once purchase team scrutinize the submitted information, inform to quality team for fit for quality requirements and other company requirements. After verification of quality team they given confirmation for further process.</p> <p>No. Certification helps companies to be considered</p>
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for potential business with INTEGRA Engineering India Limited; however, it does not guarantee they will obtain that business.

What criteria does INTEGRA Engineering India Limited Procurement use when selecting a supplier?

The criteria used by INTEGRA Engineering India Limited Procurement to select Diverse Suppliers are the same ones that are used to select all suppliers. This includes the ability to offer a product or service that is of high quality, competitively priced, available within the required timelines and that comes with an assurance of excellent customer service.

If supplier fit in all criteria than organization shall encourage and involve the supplier as per our this policy cum procedure.

HOW WILL WE MEASURE?

We will develop key metrics to assess the impact of our Supplier Diversity and Inclusion activities on our business and to track progress. This has become part of our annual progress report.

D. 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 processes.
- Communicating the value of supplier diversity both internally and externally to all stakeholders
- Leveraging our supplier diversity results to meet our customers' supplier diversity requirements.

INTEGRA Engineering India Limited's supplier diversity program aims to achieve corporate 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.

REV. 00
EFFECTIVE FROM: 01.05.2022

APPROVED BY:

Purchase Head