

## US Supplier Diversity Policy

At Crowley, we recognize the value diversity brings to our employees, clients, and communities we serve. The goal of our U.S. Supplier Diversity Program is to promote the inclusion of small and diverse businesses in our purchasing process, and to continuously strive to increase our spend with qualifying enterprises.

Qualifying suppliers must meet business size criteria established by the [Small Business Administration](#), and include enterprises across the following categories:

- Women-owned businesses
- Veteran-owned businesses
- Service-disabled veteran-owned businesses
- LGBT-owned businesses
- Disadvantaged businesses
- Historically Underutilized Business Zone (HUBZone) businesses
- Minority-owned and other small businesses
- Alaska Native-owned businesses

Suppliers are evaluated on several criteria including price, quality, customer service, delivery, and other business requirements.

Categories of goods and services we purchase include, but are not limited to:

- Professional services (e.g. temporary staffing, legal, coaching, technology)
- Facilities (e.g. construction, maintenance, repair, painting, lighting, cleaning, supplies)
- Office services (e.g. flowers, gifts, catering, meetings & events)
- Marketing (e.g. creative, photo/video, promotional services)
- MRO (MRO, Consumables, Safety Supplies)
- Marine and Engineering spare parts and services
- Transportation, Logistics and warehousing
- Fuel

We aim to reach our program goals by:

- Identifying and actively seeking out and continuously expanding our network of small diverse business vendors
- Training and encouraging our purchasers to include small diverse business vendors in the purchasing process where there is alignment with our business needs
- Monitoring and measuring the effectiveness of our supplier diversity efforts

Crowley is committed to development of a diverse U.S. supplier base. We encourage all employees to be inclusive in their daily business decisions when selecting the best supplier to meet our business needs.

At Crowley, we also recognize the value of diversity and, in the US, have adopted a Supplier Diversity Program to promote the inclusion of small and diverse businesses in our procurement process. *To know more please click [here](#).*