



Supplier Diversity Program

Section 1 – Introduction

Alco is committed to the implementation of the full range of supplier diversity requirements for certified minority-owned Small and Large Business, certified Small Disadvantaged Business, certified Women-Owned Small and Large Business, Small Veteran-owned, Small Service Disabled-Veteran Owned, and small, certified HUB-Zone. To simplify the descriptions of this plan, the term Diverse Supplier will be used throughout to reflect the full range of Diverse Suppliers.

Section 2 - Commitment

Much of the success of our Diverse Supplier Plan comes from the commitment of our executives and dedicated employees. We believe identifying, developing, employing, and rewarding Diverse Suppliers is good for the communities we serve and for Alco. Diverse Suppliers are strategic partners in Alco's core business model. Our plan includes key elements such as:

- Supplier Diversity goals and measurements are linked to other key corporate goals
- Supplier Diversity performance requirements are included in departmental objectives and budgets
- Supplier Diversity encompasses all aspects of our supply chain and applies to all services and products
- Our executive management group reviews our Plan on a regular basis
- Controls, processes, resources and skills to achieve supplier diversity performance have been identified and acquired
- Supplier Diversity planning, documentation, and implementation meet the requirements of our supplier quality assurance system