

Supplier Diversity Program

Rev. (2) 2/20/19

Introduction

Successful and meaningful supplier diversity is more than just a program. TCB Industrial is committed to developing mutually beneficial relationships with Small Business (SB), Small Disadvantaged Business (SDB), Women owned Business (WBE), Service-Disabled Veteran Owned Business (DVBE), Veteran owned Business (VBE), & Minority owned business (MBE), collectively referred to as Diverse Business Enterprise (DBE). Our Supplier Diversity Program reflects TCB Industrials efforts to create opportunity for suppliers to market their products and services to TCB Industrial and to encourage TCB Staff to offer opportunities to such suppliers.

Program Statement

We are committed to:

- Tracking our supplier diversity results to meet our clients' supplier diversity expectations.
- Communicating the value of supplier diversity Internally.
- Ensuring the inclusion of diverse suppliers as part of our procurement process.
- Actively seeking out certified diverse suppliers that can supply competitive, quality goods, and services.

We take part in several efforts with the goal of increasing diversity.

TCB Industrial participates in various regional conferences, matchmaker events & forums, which relate to promoting business with Diverse Suppliers.

Responsibilities

We are committed to expend our best efforts to achieve the goals presented in this program, and to work with our clients for mutual implementation. To accomplish this, we have appointed a specific team member, Supplier Diversity Advisor, to head the supplier diversity program. This individual will assist the Project Managers with the overall procurement process and will encourage them to routinely obtain quotes from Diverse Suppliers for products and subcontracting services. The Supplier Diversity Advisor will also record our supplier diversity participation and efforts made toward supplier diversity. It will also be the responsibility of the Advisor to make continual efforts to educate their peers on Supplier diversity, attend Supplier Diversity workshops, as well as meet & greet events, and assist in maintaining the goals set forth for TCB Industrial.

Goals

TCB Industrial has established the following goals to diverse supplier businesses. TCB will use its best efforts to award a minimum of 15% total supplier diversity participation per project.

• Small Disadvantaged Business (SDB)	2.5%
• Women Owned Small Business (WBE)	5%
• Minority Owned Business (MBE)	5%
• Veteran Owned Small Business (VBE)	1.5%
• Service-Disabled Veteran Owned Small Business (DVBE)	1%
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	15%

Accountability/ Celebrating Accomplishments

Accountability will be used as a motivational tool, to promote the commitment of this program company wide. Accomplishments of meeting our goals per project will be recognized. TCB industrial notes the positive impact of teamwork and we will utilize various methods to track our diversity spend per project and reward our staff for their continual participation in our diversity program.

Monitoring Diverse Spend

The Supplier Diversity Advisor will be responsible for monitoring TCB Industrials spend with certified businesses. This is a very important aspect of the program as it will allow TCB to see our program growth, and adjust our strategies as needed. Supplier Diversity Advisor will track results on a per customer basis as well as in the aggregate. Advisor is also responsible for reporting performance based on customer requests.

Implementation Plan

To improve our Supplier Diversity participation TCB Industrial presents the following examples of current and planned initiatives.

- TCB will increase program awareness through companywide training of our Supplier Diversity program.
- Project Managers will provide bid opportunities to a diverse range of suppliers and subcontractors.
- Project Managers will strive to procure high-quality, competitively priced goods and services from a diverse range of suppliers and subcontractors.