

GABLEGOTWALS SUPPLIER DIVERSITY POLICY

GableGotwals recognizes the value diversity brings to our employees, clients, and the communities we serve. The goal of our Supplier Diversity Program is to prioritize partnering with diverse small businesses within our procurement process.

Qualifying suppliers must meet business size criteria established by the Small Business Administration and are evaluated on several criteria including price, quality, customer service, location, and delivery. Diverse suppliers may include:

- Women-owned businesses
- Minority-owned businesses
- Veteran-owned businesses
- Service-disabled veteran-owned businesses
- LGBT+-owned businesses

We aim to reach our program goals by:

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