

## WILLDAN GROUP, INC. SUPPLIER DIVERSITY PROGRAM

**Willdan's Supplier Diversity Program** is founded on our commitment to partnering with and utilizing veteran, minority, and women-owned businesses to the greatest extent possible. We proactively identify and recruit diverse suppliers to do business with Willdan, and to participate on projects ranging from engineering and construction implementation to utility energy efficiency programs.

We recognize that supplier diversity is not only a critical element to our success, but also a pillar of our policy to support social and economic equity while strengthening the communities we serve.

### **Objectives of Willdan's Supplier Diversity Program:**

- Actively seek out capable and reliable diverse suppliers that can provide competitive, high-quality goods and services
- Include diverse suppliers as part of our strategic sourcing and procurement process
- Leverage our supplier diversity efforts to meet our clients' supplier diversity requirements, and align with Willdan's values

We conduct due diligence to ensure that all of our partners are capable, competent, reliable, and cost-effective. Willdan's commitment is not only to meet or exceed program/contract goals for diverse suppliers, but we are also dedicated to supporting and mentoring these business entities so they can grow and thrive in their communities. We continue to expand our vendor base by adding local business enterprises and national Trade Allies. All new opportunities available under our active contracts and programs are reviewed to identify potential business opportunities for diverse suppliers.

To meet the requirements of the program/contract objective, Willdan will identify potential diverse business partners and establish cost, quality, customer service, delivery, and compliance requirements for each of the programs/contracts. Willdan looks to these diverse suppliers to provide goods and services including:

- Energy efficiency (lighting, heating, cooling, control systems)
- Facilities (maintenance, repair, cleaning, supplies)
- Professional services (engineering design, construction management, municipal, financial, short-term staffing, legal, accounting)
- Marketing (promotional services, events, catering, publication production)
- Information technology (hardware, software, communications)

As part of our program, Willdan will monitor and measure the effectiveness of our supplier diversity efforts and create yearly initiatives to grow Willdan's use of diverse suppliers.

This policy is communicated to all Willdan employees and non-Willdan business enterprises working for Willdan or on our behalf. Employees and organizations working for or on our behalf are expected to cooperate and assist in the implementation of this policy while ensuring that their own work is carried out without risk to themselves, our clients, community members, or the environment.

This policy will be reviewed annually by Willdan senior management to ensure the policy's effectiveness and, if deemed necessary, amended and re-issued.

Respectfully,



**Thomas D. Brisbin**  
Chairman and Chief Executive Officer