



## National Church Residences

### SUPPLIER DIVERSITY POLICY STATEMENT

National Church Residences (herein referred to as N^^) is committed to building and sustaining a diverse, thriving, and equitable business culture that achieves our corporate mission, while supporting the growth of diverse businesses within our core markets. In acknowledging the vital role small businesses play in our nation's job growth and economic strength, our leadership and employees are committed to adopting procurement processes and practices that will enhance opportunities for Diverse Suppliers. All National Church Residences employees involved in the selection, evaluation or approval of suppliers and contractors share the responsibility for administering the policy.

### OBJECTIVES

Our objectives include:

1. Actively seeking out certified diverse suppliers that can provide competitive, high-quality goods and services and whose business model is aligned with our mission focus.
2. Setting spending goals for our business leaders, as well as major suppliers to demonstrate our commitment to and support of diverse businesses across the N^^ footprint.
3. Ensuring the inclusion of diverse suppliers as a part of our strategic sourcing and procurement processes.
4. Communicating the value of supplier diversity both internally and externally to all N^^ employees, vendors and stakeholders.
5. Leveraging our supplier diversity results to meet the needs of our N^^ seniors and the communities we serve.

### PROGRAM COMMITMENT

N^^ is committed to building a robust Supplier Diversity Program. The foundation of our program consists of internal and external deliverables to help ensure program success. Our program focuses on:

- Goal Setting - establishing and meeting corporate and departmental goals and objectives that support our overall diversity equity and inclusion strategy.
- Second Tier Program — working with N^^ national and first tier suppliers to achieve supplier diversity at multi-tiered levels within our supply chain.
- Tracking and Reporting — monitoring and reporting our progress toward achieving our supplier diversity goals and objectives with a strong emphasis on continuous improvement.
- Training and Education — helping to ensure that associates in decision-making positions throughout our organization understand N^^'s supplier diversity principles and commitment.
- External Outreach Activities — seeking diverse suppliers through active involvement with small business and minority business development organizations, and participation in various trade shows and procurement events.
- Communications — educating employees, management, diverse suppliers, and the community-at-large on our supplier diversity program, policies, and achievements.
- Awards Program and Recognition — highlighting and rewarding the hard work and outstanding efforts of our employees and suppliers in their efforts to advance the mission of National Church Residences.

