



# Our Commitment Toward Supplier Diversity



Veritext, a leader in deposition and litigation support solutions, is committed to social responsibility, diversity, equity, and inclusion (DEI), and sustainable operations, recognizing their exponential value to stakeholders. Veritext aims to cultivate meaningful societal change and believes that socially responsible companies with diverse supplier partnerships outperform in the long term.

Veritext acknowledges and appreciates the value that diversity brings to our employees, clients, and communities. That's why we're committed to developing an inclusive supplier base and encouraging our employees to prioritize diversity in every procurement decision they make.

## **Integrating supplier diversity goals helps organizations build a more inclusive, innovative, and resilient supply chain while positively impacting society and the economy. Some benefits include:**

- Diverse suppliers bring unique perspectives and innovative solutions, contributing to increased creativity and competitiveness.
- Supporting diverse businesses helps stimulate economic growth in various communities, leading to job creation and economic development.
- Demonstrating a commitment to diversity aligns the organization with the values of its customers and communities, enhancing brand reputation and loyalty.
- A diverse supplier base can reduce supply chain risks by preventing over-reliance on a limited number of suppliers.

**Right to Terminate or Amend Policy:** Veritext reserves the right to modify, suspend, change or terminate this policy at any time, in accordance with local, provincial, and national law. This policy does not create any contractual rights or obligations, whether expressed or implied.

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# Our Commitment Toward Supplier Diversity *(continued)*

The Veritext Supplier Diversity Program reflects our commitment to creating opportunities in our supply chain for companies owned by women, minorities, and other groups from historically disadvantaged populations. Designing our procurement processes this way has strengthened our firm, created opportunities for economic empowerment in the communities where we operate, and become a source of competitive advantage.

Diverse suppliers must meet the business size criteria established by the US Small Business Administration or be 51% (or more) owned or operated by individual's representative of the following categories:

- **Woman-owned business (WBE)**
- **Minority-owned business (MBE)**
- **LGBT+-owned business (LGBTBE)**
- **Disability-owned business (DOBE)**
- **Veteran-owned business (VBE)**
- **Small disadvantaged business (SDB)**
- **Small business enterprise (SBE)**
- **Historically underutilized business enterprise**



Veritext encourages diverse suppliers consider obtaining third-party certifications through one or more of the following organizations and advisory councils:

- **Woman Certification: Women's Business Enterprise National Council (WBENC)**
- **Minority Certification: National Minority Supplier Development Council (NMSDC)**
- **US Pan Asian American Chamber of Commerce (USPAACC)**
- **LGBTQ certification: The National LGBT Chamber of Commerce (NGLCC)**
- **Disability Certification: Disability**
- **Veteran Certification: U.S. Department of Veterans Affairs**
- **Disabled Veteran Certification: Association for Service Disabled Veterans (ASDV)**
- **National Veteran Business Development Council (NVBDC)**
- **Small Disadvantaged Business: US Small Business Administration**
- **Small Business Certification: Small Business Administration (SBA)**
- **Historically underutilized business enterprise: US Small Business Administration**