



The Employment Solution®

TES Supplier Diversity Policy

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This document details the tenets of the TES Supplier Diversity Policy, including the identification of diversity-ownership purchase opportunities and the use of non-certified diversity businesses. It serves as both a guide for TES employees and contractors, and a statement on our policy/position to our clients and colleagues.

As a majority-woman-owned business, TES acknowledges the importance of ensuring that diversity suppliers are represented in its own vendor chain. Both larger and smaller diverse entrepreneurs/businesses who provide value and stability should have the opportunity to pursue their own growth goals and compete in larger markets.

- *Employees who become aware of diverse-ownership business which may be a good match to TES's purchasing needs are encouraged to bring them to the attention of management and/or the purchasing team.*
- *Every employee holding the responsibility to directly or indirectly commit the expenditure of corporation funds for the purchase of goods and services shall encourage meaningful participation of diverse businesses.*
- *Diversity-ownership purchases by TES will be tracked, as part of measuring and optimizing our involvement with diversity suppliers.*
- *TES purchasing teams shall make a point of sharing TES's interest in and commitment to vendor chain diversity with all vendors, as part of encouraging them to incorporate diversity spend in their own operations.*
- *A diverse business is defined as a company that is certified to be at least 51 percent owned, managed and controlled by minority persons (including Aboriginal peoples, visible minorities, persons with disabilities, LGBTQ persons) or by a woman/women.*
- *Depending on the scope of the purchase and the availability of certified diversity businesses in a given supply area, consideration may also be given to micro-businesses which identify independently as diversity-owned, but which may not be of a size to sustain the costs associated with full certification.*