

Supplier Diversity Policy



Purpose

Diversity, equity, and inclusion are foundational to the Encore culture and core values. To support this, Encore is establishing a Supplier Diversity Program to ensure the inclusion of diverse suppliers in its Supplier community. Our commitment is to develop strategic alliances with companies whose culture and values are consistent with ours. Having a diverse supply base will strengthen our ability to service our customers and venue partners across all cultures and backgrounds. This will also give us access to innovative ideas and unique perspectives of some of the most forward-thinking suppliers in the industry.

Definition

A diverse supplier is a business that is at least 51% owned and operated by an individual(s) who is a woman, racial or ethnic minority, member of the LGBTQ+ community, veteran, or disabled person.

Parameters

Encore recognizes diversity certifications because we believe that the suppliers associated with these and other certifications are critical and invaluable to our customers' journey to success.

Suppliers must be registered with the appropriate third-party certification organization(s) for which they are associated with to be considered a diverse supplier at Encore, such as:

1. Women's Business Enterprise National Council (WBENC) - www.wbenc.org
2. National Minority Supplier Development Council (NMSDC) - nmsdc.org
3. National Gay & Lesbian Chamber of Commerce (NGLCC) - nglcc.org
4. National Veteran Business Development Council (NVBDC) - nvbdc.org
5. Disability:IN - disabilityin.org

EXTERNAL

Goals

Our Supplier Diversity Program aims to help break down barriers to enable market access for diverse enterprises and unlock commercial opportunities for Encore. We seek suppliers that can continuously drive competitiveness and innovation in our supply chain. Together we can drive positive change by building networks of suppliers who reflect the regional markets we serve and further extend our capabilities on a national level. Encore seeks to amplify the positive impact of supplier diversity by encouraging our suppliers to report their Tier 1 spend.

We believe that diverse businesses create a positive economic impact in our communities. They offer innovative, high-quality, and cost-effective solutions with comparable or competitive pricing helping Encore to better serve our customers.

The program's focus on the economic growth of diverse companies has 3 pillars:

1. Drive innovation
2. Foster and encourage Tier 2 supplier growth
3. Increase diverse supplier spend