

STEMCELL Supplier Diversity Policy

Objectives

STEMCELL Technologies' core corporate values of innovation, quality, responsiveness, integrity, and collaboration guide not only how we conduct ourselves in our business operations, they also govern how we partner with our suppliers. We believe that diversity, equity and inclusion contribute to our business success. STEMCELL has made strides in developing a diverse and inclusive workforce, and we wish to extend this progress by galvanizing resiliency in our supply chain through a diverse and inclusive pool of qualified suppliers. In the spirit of inclusion and equity, we invite expertise and talent from a range of identities and perspectives to collaborate with us throughout our supply chain.

Our Supplier Diversity Policy aims to:

- Ensure participation of diverse suppliers in our supply chain to reflect the diversity of the communities where we live, work, and serve.
- Provide fair and equal opportunities for all qualified suppliers, regardless of their background or ownership.
- Contribute to the economic growth and sustainability of equity-deserving groups.
- Extend our commitment to internal Diversity, Equity, and Inclusion (DEI) to our supply chain partners.

STEMCELL reports on sustainability, diversity, equity and inclusion, in our Annual Sustainability Report as well as to third-party auditors. In our voluntary disclosures, we include our goal of building and maintaining a diversified supplier pool as a representation of our ongoing commitment to actions of inclusion.

Definitions

We define a "Diverse Supplier" as a business that provides a product (raw material, component part, or finished good) and/or service (service contractor and sub-contractor, or business service) provider that is at least fifty-one percent (51%) owned, managed, and controlled by a diverse person or by a group certified, where possible, by a nationally or regionally recognized third party as one of the following classifications:

- Minority Business Enterprise
 - Black/African
 - Asian
 - Asian-Pacific
 - Subcontinent Asian
 - Hispanic/Latinx
- Indigenous-Owned Enterprise
- Woman Business Enterprise
- 2SLGBTQ+ Business Enterprise
- Different-Ability-Owned Business Enterprise
- Veteran Business Enterprise

- Small Business (As defined by Industry Canada or the U.S. Small Business Administration)
- Historically Underutilized Business Zones (HUBZone) Businesses

Key Principles

In our efforts to attract and grow with a diverse pool of qualified suppliers, we uphold the following key principles and commitments. We:

- Recognize that resilience and economic vitality is built upon a diverse, equitable, and inclusive foundation and embed these principles and practices at multiple levels of our organization.
- Communicate the value of supplier diversity, equity, and inclusion both internally and externally and support our suppliers as we mutually uphold anti-discrimination principles and pledge to continuously improve our supply chain's DEI.
- Participate in reconciliation with First Nations people by extending opportunity and benefit through engaged partnership and shared interests.
- Ensure that opportunities to participate in the bidding and procurement processes (Request for Proposals (RFP), Request for Quotes (RFQ), and Request for Information (RFI)) are provided to diverse suppliers.
- Encourage diverse suppliers to identify themselves to STEMCELL and to seek certification from nationally or regionally recognized third-party agencies because certification drives consistency, adherence, and credibility.
- Voluntarily report on our Supplier Inclusion and Diversity as part of our third-party agency certification processes and view this as best practice. Our vision is one where our supply partners join us in action to voluntarily disclose and willingly share their program goals, plans, objectives, metrics, and best practices.

STEMCELL will provide ongoing leadership and collaboration by way of regular reviews, reporting, and continuous improvement initiatives to ensure the effective implementation and management of this policy. We invite our supplier partners to the table because we are committed to supporting those in more nascent stages of DEI work, as well as listening to the guidance and recommendations of those further along than we are. STEMCELL and its subsidiaries share a commitment to conduct business with progressive practices, ensuring an evolution toward a more fair and equitable future for all.

If you need further information on our Supplier Diversity Policy or on sustainability as it relates to supply chain and procurement, please email us at: suppliersustainability@stemcell.com.



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