

POM, Incorporated Supplier Diversity Program

Mission Statement:

At POM, Incorporated, we believe in the power of diversity to spark innovation, drive growth, and enhance the quality of our supply chain. Our Supplier Diversity Program is committed to promoting and facilitating the inclusion of diverse-owned businesses in our procurement process.

Program Objectives:

1. **Inclusion:** Encourage the participation of minority-owned, women-owned, veteran-owned, LGBTQ+-owned, and disabled-owned businesses in our procurement opportunities.
2. **Education:** Provide resources and training for our procurement staff to understand the value of supplier diversity and how to engage diverse suppliers effectively.
3. **Outreach:** Actively seek partnerships with diverse suppliers and participate in events and organizations that support supplier diversity.
4. **Growth and Development:** Support the growth and development of diverse suppliers by offering mentoring, networking, and business development opportunities.
5. **Measurement and Accountability:** Set specific diversity goals and regularly monitor and report on our progress towards achieving them.

Implementation Plan:

1. **Policy Development:** Establish clear guidelines and procedures for identifying and engaging with diverse suppliers.
2. **Staff Training:** Educate our procurement staff on the benefits of supplier diversity and provide them with the tools they need to implement our diversity policies.
3. **Supplier Identification and Outreach:** Attend diversity trade shows and events, and use diverse supplier databases to identify potential suppliers.

4. **Supplier Development:** Implement mentoring programs, provide constructive feedback, and offer resources to help diverse suppliers grow and succeed.
5. **Monitoring and Reporting:** Regularly review our diversity goals, track our progress, and report our results to stakeholders.