

## Diversity Policy

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### I. PURPOSE

The purpose of Ryobi Die Casting (USA), Inc.'s ("RDC") Diversity Policy is to formalize RDC's position that it considers developing a supplier base with diverse business ownership advantageous, and it is committed to creating and fostering those relationships.

### II. SCOPE

This policy applies to and is for the benefit of all RDC customers and suppliers.

### III. RESPONSIBILITY

The Purchasing Manager is responsible for the administration of this policy.

### IV. POLICY

At Ryobi Die Casting Inc. (USA), we believe in partnering with a supplier base that is reflective of the many backgrounds and experiences of our workforce, diverse automotive products and services, and the varied customers and business partners we serve. Our philosophy is to build long-term, sustainable and mutually beneficial relationships with highly qualified minority- and women-owned businesses\* as an essential component of our continued growth and success.

This belief is illustrated in our Supplier Diversity Policy Statement:

*Ryobi Die Casting recognizes that effective relationships with diverse suppliers allow the company to enhance our products, foster new and innovative ideas, and identify ways to improve business practices. Nurturing a variety of partnerships will also help contribute to the economic well-being of our community and create a competitive advantage in the marketplace for our businesses and those they serve.*

This policy rests on the foundation that Ryobi Die Casting will:

1. Actively pursue diverse suppliers who provide high-quality products, measure our success and strive to grow our supplier base year after year.
2. Champion the cause of supplier diversity and communicate this commitment through internal and external channels.
3. Create internal diversity benchmarks annually to continuously improve the company's position as a good corporate citizen and become a leader in supplier diversity.



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4. Maintain an active role in local affiliates of the National Minority Supplier Development Council (NMSDC) and the Women's Business Enterprise National Council (WBENC) and consider memberships in other industry-related organizations.

If you or your business qualify as a diverse supplier and wish to partner with Ryobi Die Casting, please contact Ryobi Purchasing Department.

\*For the purpose of Ryobi Die Casting's Supplier Diversity Policy and Statement, minority-owned businesses are defined as enterprises certified by the NMSDC or one of its regional affiliates. Similarly, women-owned businesses must be certified by WBENC or one of its affiliates. In Canada, Ryobi Die Casting recognizes minority-owned businesses that are certified by the Canadian Aboriginal and Minority Supplier Council (CAMSC) and women-owned businesses that are certified by WEConnect.

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