

Global Supplier Diversity Policy

January 2024

To support our multifaceted performance of achieving ecological transformation through environmental, commercial, economic and financial, human resources, and social means, it is the policy of Veolia Water Technologies & Solutions to encourage the use of Small and Diverse-certified Suppliers through our Global Supplier Diversity Program.

This Policy applies to all purchases, both direct and indirect categories. We believe that the utilization of a diversified supplier base is beneficial both to the communities we serve and to our social, commercial, and economic and financial performance growth as it creates inclusive and territorial value through job and wealth recreation. We are committed to:

- Providing maximum practicable opportunities for Small and Diverse-certified Suppliers to participate in the supply of goods and/or services that support our business.
- Conducting outreach and communication to Small and Diverse-certified businesses.
- Supporting organizations and participating in conferences that promote or certify Small and Diverse businesses.
- Providing our customers the diverse supplier data requested in an organized and timely manner.
- Quarterly tracking of our Global Diverse-certified Supplier Spend, with YoY increased spend targets.

The WTS Procurement organization along with its employees shall abide by this policy while complying with local laws and limitations where applicable.

For further information see Veolia Supplier Diversity Guidelines.

Camille Gemayel

Chief Procurement Officer,
VEOLIA Water Technologies & Solutions