



## 1. SUPPLIER DIVERSITY POLICY

- 1.1 Intel Suppliers should use reasonable efforts, consistent with this policy, to assist Intel in complying with Intel's Supplier Diversity Program, at no additional charge to Intel. Intel requires that Suppliers comply with all applicable country laws when engaging in the supplier diversity activities.
- (A) Classifications for diverse suppliers or subcontractors ("**Supplier Diversity Classifications**") are provided on <https://supplier.intel.com/static/supplierdiversity/> and are incorporated into this policy by reference. "**Diverse Suppliers**" are suppliers or their subcontractors, which a third party agency certified are acceptable to Intel.
- (B) Suppliers must notify Intel and, upon request, provide certification if they meet any of the applicable Supplier Diversity Classifications. If a Supplier meets any applicable classifications, but has not sought certification, that Supplier should promptly seek certification from a national agency acceptable to Intel in accordance with applicable law.
- (C) Suppliers must not discriminate against Diverse Suppliers; they must treat them as they treat their other suppliers or subcontractors. As required by law, Suppliers must act in a transparent way regarding business awards without discrimination on the basis of any protected characteristic, such as race, color, religion, gender, national origin, ancestry, disability, veteran status, gender expression, gender identity, and sexual orientation.
- 1.2 Suppliers must fairly consider Diverse Suppliers for participation. Suppliers must use reasonable efforts to:
- (A) Assist Diverse Suppliers by enabling contracting opportunities and facilitate participation of Diverse Suppliers in regards to quantities, and delivery schedules where practically feasible; and,
- (B) Provide adequate and timely consideration of the potentialities of Diverse Suppliers in "make-or-buy" decisions.
- 1.3 At no additional charge to Intel, Suppliers must use reasonable efforts to contract with Diverse Suppliers in an amount equal to or greater than ten percent (10%) of Intel's total dollar amount of purchases from that Supplier ("**Diverse Spending Objective**"). If Suppliers are unable to meet the Diverse Spending Objective, then Suppliers must provide Intel with market data proving a lack of Diverse Suppliers and their subsequent inability to meet the Diverse Spending Objective.
- 1.4 All non-Diverse Suppliers, and non-certified Diverse Suppliers, must provide Intel, or Intel's designated third party, in an Intel-approved format, four (4) quarterly reports per calendar year which specify the total amounts directly invoiced by and paid collectively to Diverse Suppliers for the previous calendar quarter for which the Supplier remitted invoices ("**Diverse Spend Data**"). Quarterly deadlines for reporting are found at <https://supplier.intel.com/static/supplierdiversity/>. Intel will provide Suppliers notice of any changes to the reporting schedule at least 30 days before the end of the current calendar year.