



## *Supplier Diversity Commitment Letter*

### **Supplier Diversity**

As described in Brightstar's Supplier Code of Conduct, we are committed to developing mutually beneficial relationships with certified diverse suppliers regardless of race, color, religion, gender, sexual orientation, gender identity or expression, pregnancy, marital status, national origin, citizenship, covered veteran status, ancestry, age, physical or mental disability, medical condition, genetic information, or any other legally protected status in accordance with applicable local, state, and federal laws.

As a government contractor, Brightstar also must make various commitments to our customers to utilize certain certified diverse suppliers. Brightstar defines diverse suppliers as for-profit businesses with physical locations in the U.S. or one of its trust territories. Businesses must be 51% or more owned, controlled and operated by women, racial or ethnic minorities, LGBTQ+ (lesbian, gay, bisexual, transgender and queer) people, veterans, persons with disabilities, as well as persons from other underrepresented groups recognized by local laws or regulations, such as disadvantaged businesses.

### **Primary Objectives of Supplier Diversity at Brightstar:**

- Provide opportunities to diverse suppliers that satisfy our procurement and contractual standards, as well as state requirements binding Brightstar to source from Minority Business Enterprises (MBE), Women Business Enterprises (WBE), Historically Underutilized Businesses (HUB) and other certified diverse suppliers.
- Actively and routinely identify qualified Diverse Suppliers that can provide competitive and high-quality products and services for Brightstar.
- Encourage strategic suppliers that do not qualify as a Diverse Supplier to commit to and support their own supplier diversity initiatives within the bounds of the law.

### **To achieve these objectives, Brightstar is committed to:**

- Continued support to certifications, regulatory agencies and networks including, but not limited to:
  - National Minority Supplier Development Council (NMSDC) or a regional affiliate
  - Women's Business Enterprise National Council (WBENC)

- National Gay Lesbian Chamber of Commerce (NGLCC)
- Disability:IN
- U.S. government agency (City, County, State or Federal)

*Brian Blake*

Brian Blake  
Vice President Talent, Culture & Inclusion

*Dorothy Costa*

Dorothy Costa  
SVP People & Transformation Global

*Brad Young*

Brad Young  
SVP Global Supply Chain

# Supplier Diversity Commitment Letter (002)

Final Audit Report

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