



# Hubbell Incorporated – 2024 Supplier Diversity Program

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## 1. Hubbell's Commitment

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Hubbell Incorporated (together with its subsidiaries and affiliates, "Hubbell"), understands that success comes from diverse perspectives, and we value diversity and inclusion in all aspects of our business. A key part of our commitment to diversity, equity, and inclusion is supplier diversity and the development and engagement of certified minority, women, LGBTQ+, veteran, disabled, and small businesses. Supplier diversity adds value to our company by ensuring that our supply base mirrors the customers and communities we serve. We're committed to accomplishing this mission by establishing and supporting partnerships with the diverse business community and engaging with organizations that share our commitment.

## 2. Hubbell's Supplier Diversity Program

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### What is it?

Hubbell established a cross-functional Supplier Diversity Council (the "Council") that supports sourcing products and services from qualified diverse suppliers in the United States. In addition to the discussions our teams already have with diverse suppliers, the Council works with prospective diverse suppliers to further increase such partnerships. Led by the Council, Hubbell's commitment to supplier diversity includes, but is not limited to:

- Including diverse suppliers in business activities where possible, including RFQs, RFPs, e-Tenders, and when seeking new suppliers for business opportunities.
- Highlighting our commitment to driving a competitive advantage within our supplier base and seeking the highest quality product.
- Educating internal teams about supplier diversity to support our end-to-end supply chain.
- Developing future supplier diversity performance goals and targets for the enterprise.

Hubbell is also a member of the National Minority Supplier Development Council ("NMSDC") and engages with the Carolinas-Virginia Minority Supplier Development Council ("CVMSDC"). Our engagement with NMSDC and CVMSDC help us access qualified and certified diverse firms in advance of potential or actual projects. Hubbell requires that all potential suppliers are treated equally and fairly, and Hubbell conducts competitive procurement processes.

### 2023 Spend

Hubbell's aspirational goal is to continue to increase its spend with diverse suppliers year over year. With the formation of the Council, Hubbell believes it can drive such growth absent complicating factors like the COVID-19 pandemic or recent business dispositions. **Hubbell estimates its 2023 diverse supplier spend to be approximately 9.9% of its US procurement spend, subject to the self-identification indicators provided by its suppliers.**

## 3. Prospective Diverse Suppliers

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### Who can participate?

Participants in Hubbell's Supplier Diversity Program must meet specific qualifying criteria including, but not limited to: satisfying the ownership requirements as a small business, small disadvantaged business, women-owned business, minority owned business, veteran owned business, disadvantaged business enterprise, hub zone, SBA-8(a) certified, AbilityOne program or LGBT individual and/or group, with applicable certifications and preconditions satisfied. Eligible suppliers must satisfy Hubbell's general procurement requirements and adhere to [Hubbell's Third-Party Code of Business Conduct and Ethics](#).

### How can I, as a diverse supplier, learn more about Hubbell's programs?

Please contact us at [supplierdiversity@hubbell.com](mailto:supplierdiversity@hubbell.com) for more information.