

Supplier diversity policy

It is the guideline of Buck that diverse businesses have equal opportunity to compete for the prospect to conduct business with our company. Purchases of goods and services shall be made from diverse businesses to the fullest extent possible, while not compromising on our commitment to quality, assortment, and service.

In carrying out this guideline, all Buck teams shall ensure that:

1. Every associate who is entrusted with the responsibility to directly or indirectly commit the expenditure of Buck funds for the purchase of goods or services shall seek and encourage participation of diverse businesses;
2. The metrics for measuring the success of diverse businesses are the same as the comparison metrics used for measuring competing non-diverse suppliers.
3. Associates provide current and new diverse suppliers a hands-on approach that is at least at the level to similarly non-diverse suppliers, which includes establishing and communicating realistic and agreed upon expectations, as well as strategic direction to ensure the supplier and Buck have every opportunity to experience success.

A diverse business is defined as a company that is at least 51 percent owned, managed, and controlled by minority, women, disadvantaged, disability, LGBT+, and veteran entrepreneurs.