



Supplier Diversity Policy

At Nephron Pharmaceuticals Corporation, we are committed to fostering a diverse and inclusive business environment. We believe in the value of supplier diversity, which enriches our supply chain, supports economic growth in our communities, and promotes a fair and equitable business landscape. This Supplier Diversity Policy outlines our commitment to promoting diversity within our supplier base and the responsibilities of our employees in implementing this policy.

Nephron is dedicated to promoting diversity and inclusion within our supplier base. We are committed to providing equal opportunities for businesses owned by individuals from various ethnic backgrounds, genders, veterans, persons with disabilities, and other historically disadvantaged groups. We believe that a diverse supplier base contributes to innovation, economic development, and a stronger, more competitive company.

All employees of Nephron are expected to support and contribute to the success of this policy by embracing the principles of diversity and inclusion in their interactions with suppliers and colleagues.

We pledge to:

1. Actively seek out and engage with diverse suppliers, recognizing their unique contributions to our supply chain.
2. Incorporate diversity considerations into our procurement processes, ensuring fair and equal opportunities for all.
3. Set clear objectives and goals for supplier diversity and regularly assess our progress toward achieving them.
4. Provide training and awareness programs to our staff, promoting a culture of inclusivity and respect.
5. Encourage open communication with all stakeholders, fostering collaboration in our pursuit of diversity and inclusion.
6. Uphold legal and ethical standards related to supplier diversity and take appropriate action in cases of non-compliance.
7. Continuously evaluate and improve our supplier diversity efforts.

This policy reflects our unwavering dedication to diversity and inclusion, and it guides our actions in the pursuit of a more equitable and prosperous future for all. Nephron is steadfast to the principles of supplier diversity, and we will actively seek opportunities to engage with diverse suppliers who share our commitment to quality, innovation, and customer satisfaction. This policy represents our dedication to creating a fair and inclusive business environment that benefits all parties involved. For more information on the Nephron supplier diversity program, please email procurement@nephronpharm.com.

Lou W. Kennedy
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