



GAZZOLA PAVING LIMITED Supplier Diversity Policy

It is **GAZZOLA PAVING LIMITED's** policy that diverse suppliers and subcontractors will have an equal opportunity to be included in our product sourcing and procurement process. Certified diverse companies that seek to do business with **GAZZOLA PAVING LIMITED** must demonstrate the ability to add value and provide high-quality goods and services that are competitively priced, reliable, and aligned with our superior level of service.

Our goals are to:

- Enthusiastically seek out qualified diverse suppliers and subcontractors that can provide viable, high-quality goods and services.
- Guarantee the inclusion of diverse suppliers and subcontractors as a part of our product and service sourcing and procurement procedure.
- Offer a pledge of communicating the value of supplier and subcontractor diversity both internally and externally.

Our supplier diversity program focuses on, but is not limited to the following:

Objective Measurements — Establishing and meeting company and departmental goals and objectives that support our overall diversity strategy.

Training and Education — Helping to ensure that associates in decision-making positions throughout our organization understand our supplier diversity principles and commitment.

Communications — Educating employees, management, diverse suppliers and subcontractors and the community-at-large on our supplier/subcontractor diversity program, policies, and achievements.

Second Tier Program — Working with our suppliers and subcontractors to achieve supplier/subcontractor diversity at multi-tiered levels within our value chain.

How Our Supplier/Subcontractor Diversity Program Works:

If you are a current or new supplier/subcontractor and are 51 percent or more owned, controlled, and managed by person(s) who belong to one of the following groups: Aboriginal/Native American people, minority/visible minority, women, LGBT, persons with disabilities or veteran business you may apply to become a certified diverse supplier/subcontractor (if you are not already certified).


If you wish to self-identify as a diverse supplier/subcontractor so you can learn about the advantages and benefits that come with certification, **GAZZOLA PAVING LIMITED** will connect you with the appropriate certifying organizations:

- Canadian Aboriginal and Minority Supplier Council (CAMSC)
- WBE Canada (WBEC)
- Canadian Gay and Lesbian Chamber of Commerce (CGLCC)
- Inclusive Workplace and Supply Council of Canada (IWSCC)

Simply contact us at bids@gazzolapaving.com and one of our team members will connect with you to guide you through the process.

Already a Certified Supplier/Subcontractor?

If you are already a Certified Diverse Supplier or Subcontractor and offer products or services that are appropriate for the promotional industry, please send us an email at bids@gazzolapaving.com Tell us about your certification, your company and products so that we may include you on our list of potential resources.



Virgil Gazzola, General Manager

Date May 1, 2021