



## 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.

**Community Engagement** — Educating suppliers and our customers to enhance the policy's reach and impact is key.

#### **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](mailto:bids@gazzolapaving.com) and one of our team members will connect with you to guide you through the process.

#### **Measurable Objectives for 2025:**

1. **Increase spending with diverse suppliers by 10% in 2025:** Gazzola Paving Limited will prioritize working with diverse suppliers and set a target to increase spending with these suppliers by 10% in 2025 compared to previous years. This objective is designed to ensure that diverse suppliers have more access to business opportunities and contribute meaningfully to our operations.
2. **Work with 10 diverse suppliers in 2025:** We aim to establish business relationships with at least 10 diverse suppliers in 2025, thereby expanding our supplier base and promoting inclusivity within our procurement practices. This goal will help us cultivate a stronger, more resilient supply chain while ensuring that we are working with a diverse range of businesses.



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3. **Hold a Supplier Diversity Community Event:** Gazzola Paving Limited plans to engage the community and our to generate more supplier leads but also help our existing suppliers connect with our customers and tell their Diversity story.

#### **Transparency and Reporting:**

At Gazzola Paving Limited, we are dedicated to transparency and accountability in our efforts to promote supplier diversity. To track our progress and ensure that we meet our diversity objectives, we will publish an annual report detailing our achievements and challenges against the two measurable objectives for 2025. This report will include data on the percentage of our total supplier spend with diverse businesses and the number of diverse suppliers we have engaged with. By making this information publicly available, we aim to hold ourselves accountable to our commitments, provide visibility to our stakeholders, and continue to drive improvements in our supplier diversity initiatives.

We believe that by taking these steps, Gazzola Paving Limited will not only contribute to a more equitable and inclusive economy but also enhance the long-term success of our business and the broader community.

#### **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](mailto:bids@gazzolapaving.com). Tell us about your certification, your company and products so that we may include you on our list of potential resources.

  
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Virgil Gazzola, Vice President

**March 18, 2025**

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Date