



## **Dakkota Integrated Systems, LLC Diversity Supplier Development Policy**

Dakkota believes in strength and effectiveness through Diversity: that inclusion of diverse cultures, personalities, skills & talents produces a stronger, more robust and successful working environment and supply base. Education, training and development are key elements within this philosophy for all of Dakkota's employees and associates.

It is the policy of Dakkota to include, grow and develop minority and women owned companies through mentoring, education, inclusion and procurement. Our policy is to ensure that our "Diversity Supplier Development Program (DSDP)" is established and active within our company. The DSDP is a vital part of the Dakkota business model. Dakkota will include minority, women owned and Veteran owned businesses in all procurement activities.

Dakkota's 2020 goal is to achieve 10% of our annual procurement expenditure with certified Minority Business Enterprises (MBE's) and Women Business Enterprises (WBE's) and certified Veteran owned businesses. Dakkota will grow current, certified MBE/WBE/VBE suppliers at all Dakkota locations, and will strive to achieve growth with Minority, Women and Veteran-owned suppliers.

**The Chief Executive Officer and entire executive team firmly** supports the diversity policy and the Diversity Supplier Development initiative.

**The Chief Operating Officer of Dakkota** is charged with ensuring that this corporate objective is as stable as any other business reality or goal; and to ensure that all employees with responsibility to either commit the expenditure of corporate funds and/or procure goods and services are accountable for minority, women and Veteran owned company inclusion in their procurement practices.

**The Diversity Supplier Development Director** is responsible to report on the progress of the program to the CEO on a quarterly basis.

Signed: CEO   
Andra M. Rush

Signed: COO   
Mark McCauley

Date: January 24, 2020

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