



SUPPLIER DIVERSITY POLICY

Shell is committed to the economic development of businesses owned and operated by ethnic minorities and women, as well as small, disadvantaged and underutilized businesses as defined by the Small Business Act of 2006 and by the Small Business Administration. It is our policy to actively engage in efforts that increase supplier inclusion. Through Shell's Supplier Diversity Program, we develop mutually beneficial relationships with under-represented minority-owned, women-owned, LGBT-owned, veteran-owned, and disadvantaged business enterprises and small businesses (collectively SMWBEs), facilitating the sustained growth of those firms that are an integral part of the communities in which we do business.

These entrepreneurs broaden market competition, spur innovation and creative approaches to problem solving, excel in customer service, and enhance our capability to manage our businesses through all economic cycles. Overall, these entrepreneurs create a thriving, diverse business climate.

Therefore, Shell's commitment is:

- To recognize local content as a business imperative, and inclusion of SMWBEs as critical components of local content and sustainable development.
- To encourage strategies, processes, and behaviors consistent with diversity and inclusion in our procurement practices.
- To support capacity building (working toward the capacity to scale up as needed to fulfill the requirements of a specific project or piece of business) opportunities for SMWBE's.
- To leverage opportunities with our prime suppliers to further inclusion of SMWBE's in 2nd Tier contracting (providing a product or service through a prime vendor's contract with Shell).

Shell embraces the inclusion of SMWBE's because we believe that taking a broader, more integrated approach to our business not only reflects our values, but also will create value and provide us with a competitive advantage.

The Supplier Diversity Office, under the leadership of the VP of US Diversity, Community and Workforce, is responsible for facilitating implementation of this policy by supporting Shell Businesses and Procurement in developing and executing inclusive strategies and processes to meet our Supplier Diversity aspirations.



Stay Connected: We are putting big emphasis on expanding the information you can get about diversity opportunities through social media. Get connected to Shell Diversity now!

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