

Supplier Diversity Policy

Classification: Public

Supplier Diversity Policy Statement

New Era Technology and its subsidiaries (the “Company” or “New Era”) are committed to fostering an inclusive, ethical, and responsible supply chain that supports our Environmental, Social and Governance (ESG) objectives and reflects our values of integrity, fairness, and accountability.

The Company is committed to preventing unlawful discrimination in its dealings with customers, the public, and throughout its supply chain, including within supplier engagement and sourcing activities.

This Supplier Diversity Policy establishes New Era’s approach to encouraging and sustaining relationships with a broad and diverse supplier base, while ensuring all supplier engagements continue to meet applicable business, security, compliance, environmental, and risk management requirements.

Supplier diversity is an important contributor to New Era’s Corporate Social Responsibility (CSR), Equality, Diversity & Inclusion (EDI), and Environmental Sustainability commitments and supports our objective to promote equal economic opportunity, responsible sourcing, and positive community impact across our value chain.

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1. Terms and Definitions

Term / Acronym	Definition / Meaning
“diversity”	The visible and invisible differences that exist between people.
“diverse supplier”	<p>For the purposes of this Policy, a diverse supplier may include businesses that are majority-owned, operated, and controlled by individuals or groups that are historically underrepresented or disadvantaged, including but not limited to:</p> <ul style="list-style-type: none"> • Minority-owned businesses • Women-owned businesses • Veteran-owned or service-disabled veteran-owned businesses • LGBTQ+-owned businesses • Small, local, or community-based enterprises • Social enterprises <p>Supplier diversity status may be identified through self-attestation, third-party certification, or other reasonable documentation, where available and lawful.</p>
“Employee”	Directors, officers and workers of the Company, including independent contractors in the United States and other countries as applicable to the extent they are covered by relevant local laws and legislation in relation to this Policy.
“equity”	Ensuring that everyone within the workplace is treated in a fair manner and has an equal opportunity at work.
“ESG Committee” or “Environmental, Social and Governance Committee”	Includes, but is not limited to, representatives from Human Resources, Corporate Development and GRC (Governance, Risk and Compliance) teams.
“inclusion”	Ensuring that Employees and members enjoy equal opportunity without any barriers due to their differences.
“protected characteristics”	In this Policy, refers to a person’s age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including color, nationality and ethnic or national origins), religion or belief, sex or sexual orientation.
“we”, “our”, “New Era”, “New Era Technology”, “us” or “Company”	Refers to New Era Technology and its subsidiaries.

2. Scope

This Policy applies to:

- New Era Technology and its subsidiaries.
- Employees, contractors, and third parties involved in sourcing, procurement, contracting, or vendor management activities.
- Suppliers and subcontractors engaged by New Era, where applicable.

This Policy should be read in conjunction with New Era’s ESG framework and related corporate policies, including those governing corporate responsibility, equality and inclusion, environmental sustainability, vendor management, and supplier conduct.

Supplementary regional Supplier Diversity policies or supporting guidance may be developed to address jurisdiction-specific legal or regulatory requirements, provided such documents remain consistent with applicable laws, contractual obligations, and New Era corporate policies.

Applicability and Limitations

This Policy does not create guarantees, quotas, or preferential treatment and does not override legal, regulatory, security, risk-based, or contractual procurement decisions.

3. Roles and Responsibilities

This Policy has been agreed upon and implemented following review and approval from New Era Technology's executive leadership team.

The Professional & Field Services Executive Vice President (EVP) has overall responsibility for the effective operation of this Policy. The EVP has delegated responsibility for overseeing the implementation of the Policy to representatives from the Procurement and Partner Management teams and the ESG Committee (Human Resources, Corporate Development and Governance, Risk & Compliance (GRC)).

Employees involved in sourcing and procurement are responsible for applying this Policy in line with their roles.

This Policy is reviewed at least annually by members of the ESG Committee and may be updated from time to time to reflect changes in legislation, regulatory guidance, or business requirements. Suggestions for changes to this Policy should be submitted to GRC@neweratech.com.

4. Policy

New Era's approach to supplier diversity is integrated into existing sourcing, procurement, and vendor management practices and is applied proportionately across the supplier lifecycle. Supplier diversity considerations are incorporated alongside established business, risk, security, and compliance requirements to support responsible and inclusive sourcing outcomes where commercially and operationally appropriate.

This Policy is intended to guide decision-making and promote consistency in how supplier diversity is considered, without creating standalone processes or altering existing contractual, risk-based, or regulatory controls. Supplier diversity is therefore implemented as part of New Era's broader ESG, vendor management, and sustainable procurement framework, rather than as a separate or preferential procurement program.

5. Supplier Diversity Principles

Fair and Ethical Procurement

New Era is committed to conducting procurement activities fairly, transparently, and ethically. All suppliers are evaluated based on objective business criteria, including capability, quality, cost, risk, security, and compliance requirements.

Supplier diversity considerations do not replace or weaken New Era's obligations related to:

- Information security and data protection
- Risk assessment and due diligence
- Contractual and regulatory compliance

Equality, Diversity & Non-Discrimination

Supplier diversity initiatives are aligned with New Era's Equality, Diversity & Inclusion Policy and our commitment to eliminating unlawful discrimination.

New Era does not exclude, or favor suppliers based on protected characteristics. Supplier lists and procurement decisions are based on suitability, capability, and compliance, without discriminatory restriction or preference.

Social Responsibility and Human Rights

New Era expects suppliers to operate in a manner consistent with applicable contractual obligations and New Era's expectations relating to human rights, labor standards, ethical conduct, and responsible business practices.

Where applicable, these expectations may be set out in New Era's Suppliers & Subcontractors Code of Conduct or reflected within supplier agreements and contractual terms.

These expectations include, where applicable:

- Respect for internationally recognized human rights
- Fair labor practices and non-discrimination
- Safe and healthy working conditions
- Ethical conduct and anti-corruption practices

Supplier diversity initiatives are implemented in a manner that supports responsible employment practices and positive social value across the supply chain, without duplicating or overriding contractual requirements.

Environmental Sustainability and Responsible Sourcing

In alignment with New Era's Environmental Sustainability and ESG Policies, supplier diversity is considered alongside environmental responsibility.

Where feasible, New Era seeks to:

- Support local and regional suppliers to reduce supply chain environmental impact.
- Encourage suppliers to adopt environmentally responsible practices.
- Consider environmental performance as part of procurement and supplier review activities, where appropriate.

Supplier diversity does not override environmental, carbon-reduction, or sustainable procurement objectives; rather, it complements them.

6. Integration with Vendor Management

All suppliers, including diverse suppliers, are expected to comply with applicable contractual requirements and New Era's vendor management and supplier security processes, which may include, where applicable:

- Pre-engagement risk and security assessments
- Contractual controls covering confidentiality, security, and compliance
- Ethical, social, and environmental expectations documented contractually or through applicable supplier standards
- Ongoing performance, risk, and compliance reviews

Supplier diversity status does not exempt suppliers from any contractual, risk, security, or compliance requirements.

7. Reporting Concerns

Any concerns relating to supplier conduct, discrimination, unethical behavior, or suspected non-compliance with this Policy should be reported through appropriate New Era reporting channels.

Employees who have concerns or wish to raise a complaint should speak to their direct manager or the Human Resources department in the first instance. Where appropriate, concerns may also be raised in writing in accordance with local complaint or grievance procedures. If an Employee is unsure which procedure applies, guidance should be sought from Human Resources.

Concerns relating to suppliers or subcontractors may also be reported in accordance with the Whistleblowing Policy, the Suppliers & Subcontractors Code of Conduct, or relevant contractual reporting mechanisms. Reports may be made without fear of retaliation and will be handled in accordance with applicable policies and legal requirements.

8. Compliance, Monitoring and Enforcement

This Policy is intended to apply across New Era Technology and its subsidiaries, in all countries in which the Company operates.

Employees are expected to read, understand, and comply with this Policy as part of their professional responsibilities. New Era Technology seeks to proactively prevent and mitigate instances of non-compliance through proportionate oversight, monitoring, and review activities.

The ESG Committee is responsible for monitoring the effectiveness of this Policy and reviewing its implementation on a regular basis. The Committee will assess the Policy's suitability, adequacy, and effectiveness, including whether supplier diversity practices remain aligned with New Era's ESG objectives, contractual obligations, and applicable legal requirements.

Where appropriate, supplier diversity considerations may be reviewed as part of ESG, CSR, sustainable procurement, or third-party risk management activities. Supplier diversity information may be reported qualitatively, or where appropriate quantitatively, as part of ESG, sustainability, or third-party disclosures.

Any necessary improvements identified through monitoring or review activities will be applied as appropriate. Employees are encouraged to provide feedback or suggestions for improvement to GRC@neweratech.com.

Failure to comply with this Policy may result in appropriate action. New Era Employees who breach this Policy may be subject to disciplinary action, up to and including dismissal, in accordance with applicable procedures. New Era may also take appropriate action against suppliers or other third parties found to be in breach of this Policy or related contractual and Code of Conduct obligations, which may include remediation actions, contractual review, or termination of the supplier relationship.

9. Acknowledgment

Those in receipt of this New Era Technology Policy acknowledge its receipt and understanding of its contents; and that New Era Technology expressly reserves the right to change, modify, or delete its provisions without notice.

Document Information

Reference	ESG Framework
Title	Supplier Diversity Policy
Purpose	The purpose of this Policy is to define New Era Technology's approach to supplier diversity in alignment with its Environmental, Social and Governance (ESG) framework. The Policy supports inclusive and responsible sourcing practices across the supplier lifecycle, encourages engagement with diverse, local, and small suppliers where commercially and operationally appropriate, and ensures supplier diversity activities remain aligned with New Era's Vendor Management and Supplier Security requirements, and applicable supplier conduct standards.
Owner	EVP, Professional & Field Services
Document Approvers	Director of Procurement, Director of PMT and ESG Committee
Intended Audience	New Era Technology permanent, temporary, and contracted staff and, in certain instances, independent contractors; New Era Suppliers and third parties.
Review Plan	Annually
Document Classification	Public

Document History

VERSION CONTROL			
Revision	Date	Record of Changes	Released/Released By
V1.0	Apr 2026	Approved release	ESG Committee

References

Standard / Framework / Other	Title	Description
Corporate Policy	Anti-Bribery & Anti-Corruption Policy	The purpose of this policy is to set out the responsibilities of New Era and those who work for us about observing and upholding our zero-tolerance position on bribery and corruption. The policy is also intended to act as a source of information and guidance for those working for New Era. It helps them recognize and deal with bribery and corruption issues, as well as understand their responsibilities.
Corporate Policy	Corporate Social Responsibility (CSR) Policy	The purpose of this policy is to communicate New Era Technology's commitment to taking responsibility for our actions and encourage a positive contribution towards improving standards for our clients and Employees, minimizing our impact on the environment and improving the quality of the local community.
Corporate Policy	Equality, Diversity & inclusion (EDI) Policy	Encourages equality, diversity and inclusion in the workplace as they are good practice and make business sense.
Corporate Policy	Environmental Sustainability Policy	Formalizes New Era's commitment to supporting the principles of environmental sustainability and recognizes that a sustainable environment is central to our lives and our work.
Corporate Policy	ESG Policy	The purpose of this policy is to provide information about ESG (Environmental, Social and Governance) factors and to encourage the business to understand ESG better.
Corporate Policy	Modern Slavery (Anti-Slavery and Human Trafficking) Policy	The purpose of this policy is to ensure New Era's compliance with obligations under the Modern Slavery legislation, reducing modern slavery risks posed to the business.
Corporate Policy	Vendor Management /Supplier Security Policy	The purpose of this policy is to describe the actions and behaviors required to ensure that due care is taken to avoid inappropriate risks to New Era Technology, its business partners, and its stakeholders from any of its vendors and or suppliers.
Corporate Policy	Whistleblowing Policy	Ensures that an Employee can raise concerns about wrongdoing or misconduct within New Era without fear of victimization, subsequent discrimination, disadvantage or dismissal.
Corporate Code of Conduct	Suppliers & Subcontractors Code of Conduct	Defines minimum ethical, labor, human rights, environmental, and compliance standards expected of suppliers and subcontractors.