

CAST COMMERCIAL ACUMEN LIMITED

Supplier Diversity Policy

1. Introduction

1.1. Cast Commercial Acumen Limited (“CAST”), is committed to forming a team of partners and associates that includes diverse suppliers who help to create learning environments based on the foundation of psychological of safety, integrity, inclusion, and respect, and who themselves are from different communities of diverse expertise and talent.

2. Scope of Policy

- 2.1. This policy sets out our approach to equal opportunities in our supplier relationships partnerships.
- 2.2. This policy should be read in conjunction with our Diversity, Equity, and Inclusion Policy.

3. Definitions

3.1. CAST defines a ‘diverse supplier’ as a business that provides materials, goods, and/or services to CAST (including contractors, subcontractors, vendors, consultants, associates, and trainers) from businesses that are:

- a) Women-owned
- b) Ethnic and minority owned.
- c) Veteran-owned.
- d) LGBTQ-owned.
- e) Disability-owned
- f) Neurodiverse, and
- g) Small businesses

4. Key Principles

4.1. We advocate for attracting and retaining a diverse pool of qualified suppliers and uphold the following key principles:

4.1.1. We recognize that a strong, diverse supplier community is essential to economic vitality, and we actively seek opportunities to conduct business with a competitive, diverse set of suppliers.

4.1.2. We support policies and practices that promote fairness and inclusion. Our Supplier Diversity Policy is part of our overall Diversity, Equity, and Inclusion effort.

4.1.3. We foster collaborative supplier relationships designed to strengthen our communities and the diverse-owned businesses within it.

4.1.4. We support diversity at multiple levels within our supply chain. We encourage our suppliers to work cooperatively with diverse suppliers that CAST identifies and to develop and utilize diverse suppliers of their own while performing work on our behalf.


4.2. We see this commitment as a shared responsibility involving CAST and its employees, and its suppliers, and we will conduct business in a manner that reflects the above principles.

5. Policy Review and Implementation

5.1. CAST shall review this Policy not less than two years and otherwise as required in order to ensure that it remains up-to-date and fit for purpose.

5.2. This Policy will be updated as necessary to reflect current best practice, official guidance, and in line with current legislation.

5.3. This Policy shall be deemed effective as of 13th April 2023. No part of this Policy shall have retroactive effect and shall thus apply only to matters occurring on or after this date. This Policy has been approved and authorised by:

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Date:	April 2023
Review date:	April 2025
Owner:	Managing Director
Approved by:	Clayton John Ainger
Signature:	

This Supplier Diversity Policy is not contractual and may be varied by Cast Commercial Acumen Limited at any time.