

## **Supplier Diversity Program**

The McGraw-Hill Companies is committed to dealing with all suppliers with integrity and in an ethical manner and to supporting and encouraging the aspirations of diverse groups. The company's Supplier Diversity Program is an expression of that commitment.

The company's policy is to provide opportunities for diverse supplier groups. The Supplier Diversity Program seeks to expand the number of firms, including but not limited to minority- and woman-owned businesses, that can furnish the services and commodities we need for our business.

As defined by the Federal Government,\* a minority supplier is a business enterprise that is 51% or more owned and controlled by minority group members, including but not limited to, African-Americans, Asia-Pacific Americans, Hispanic Americans, and Native Americans, e.g., Aleuts, Eskimos, Indians.

Specifically, The McGraw-Hill Companies' program calls for:

- Identifying qualified diverse business enterprises that are financially stable and capable of supplying products/services that can meet The McGraw-Hill Companies' specifications, service requirements and competitive pricing levels.
- Utilizing qualified minority and woman-owned firms as regular suppliers of The McGraw-Hill Companies that offer the most competitive bids in areas of price, quality, service and financial stability.

All business units of The McGraw-Hill Companies and its subsidiaries are expected to participate to the fullest extent possible in the Supplier Diversity Program. Global Procurement has the responsibility of administration and control of the Supplier Diversity Program. Please direct any inquiries to the [Supplier Diversity Manager](#) , by clicking on this link.

Those business units that have contracts with the Federal Government should familiarize themselves with their specific obligations, if any, under those contracts with respect to identifying and using small, minority, disadvantaged and woman-owned business suppliers.

\*Terms used in this policy are as defined in the Small Business Act, 15 U.S.C. §§631a. et seq., and implementing regulations including 13 C.F.R. Parts 121 and 124.