



SUR-SEAL CORPORATION SUPPLIER DIVERSITY PROGRAM

Sur-Seal Corporation's success as a business is based on meeting its customers' needs and providing customers the parts and components they require. In order to meet customer demand, Sur-Seal works closely with its suppliers in its constantly developing supply chain. Sur-Seal seeks partnerships with suppliers who innovate to help deliver high quality products that are responsibly produced and reliably delivered, regardless of the supplier's race, gender or ethnicity. Having a diverse supplier base provides additional perspectives and communications that assist Sur-Seal in evaluating customer needs and creating a better customer experience.

Sur-Seal encourages small and diverse businesses to become part of Sur-Seal's supply chain. It utilizes business development organizations, local, regional and national trade shows, and supplier directories to identify diverse suppliers. Additionally, small and diverse businesses interested in becoming a Sur-Seal supplier are encouraged to contact Sur-Seal's Supply Chain Leader or submit a message online at www.sur-seal.com/story/supplychainleadercontactform/. Selected businesses are reviewed based upon criteria that include their production capabilities, quality of products and services, transparency, ability to communicate, and third party certifications for applicable diversity classifications.

Qualified diverse businesses must be certified. All certifications are verified by Sur-Seal's Supply Chain Leader. To start the review process, businesses should provide a brief overview of their capabilities and copies of current third party certifications to Sur-Seal. Those certifications include the following:

Small Businesses that do not exceed the sizes set forth in 13 CFR Part 121.201 for the product or service being provided and are registered on SAM.GOV.

Minority-Owned Businesses are at least 51% owned by one or more minority individuals, or whose publicly traded stock is at least 51% owned by one or more minority individuals, and whose management and daily business operations are controlled by one or more minority individuals, are registered on SAM.GOV, and attain certification from a recognized local, regional, or national third party.

Woman-Owned Businesses are at least 51% owned by one or more women, or whose publicly traded stock is at least 51% owned by one or more women, whose management and daily business operations are controlled by one or more women, are registered on SAM.GOV, and attain certification from a recognized local, regional, or national third party.

Small, Disadvantaged Businesses are owned and controlled by a socially and economically disadvantaged individual. African Americans, Hispanic Americans, Asian Pacific Americans, and Subcontinent Asian Americans presumably qualify. Other individuals can qualify if they show they are disadvantaged. All such individuals must have a net worth of less than \$750,000, excluding the value of the business and personal residence. Successful applicants must also meet applicable size standards for small businesses in their industry and display good character. Additionally, they are registered on SAM.GOV and attain SBA certification.



EAGLE Registrations Inc.

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Small, Veteran-Owned Businesses are at least 51% owned by one or more veterans as defined in 38 U.S.C. §101(2) or whose publicly traded stock is at least 51% owned by one or more veterans. In addition one or more veterans must control the management and daily business operations. The businesses are registered on SAM.GOV and VetBiz.

Small, Service Disabled Veteran-Owned Businesses are at least 51% owned by one or more service disabled veterans as defined in 38 U.S.C. §101(16) or the stock of which in the case of a publicly owned business is at least 51% owned by one or more service disabled veterans. In addition, the management and daily business operations must be controlled by one or more service disabled veterans. In the case of a permanent or severe disability, the spouse or caregiver of such a service disabled veteran may control the management and daily operations. In addition, they are registered on SAM.GOV and VetBiz.

Partnerships with suppliers who innovate to help deliver high quality products and solutions that are responsibly produced and reliably delivered benefit everyone. Sur-Seal seeks diverse suppliers to become part of its supply chain to work together to produce quality solutions, parts and components for Sur-Seal's customers.



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