

Supplier Diversity Policy

OUR COMMITMENT

Owens & Minor is proud to partner with our diverse network of trusted suppliers to drive progress, productivity, and performance across the healthcare supply chain. We invest in supplier diversity and development to advance a superior healthcare supply chain. Supplier diversity is an integral component of Owens & Minor's supply chain and our corporate social responsibility program, and we believe in equal opportunity when selecting suppliers.

Owens & Minor's supplier diversity mission is to proactively identify, build relationships with, and purchase goods and services from third-party certified enterprises owned by minorities, women, veterans, members of the LGBTQ community, and disabled persons that can help Owens & Minor achieve its corporate objectives.

We are committed to supporting the local communities we serve by engaging qualified small businesses, small disadvantaged businesses, women-owned small businesses, veteran-owned small businesses, services disabled veteran-owned businesses and HUBZone small businesses. Integrating and implementing a high-functioning, measurable Supplier Diversity process into global purchasing activities as applicable to client and business needs is foundational to the way we do business.

PARTNERING WITH OWENS & MINOR

Companies seeking to do business with Owens & Minor must demonstrate the ability to add value, and provide high-quality goods and services that are competitively priced, reliable, and aligned with our superior level of service. They must also be able to demonstrate alignment with our corporate IDEAL Values – Integrity, Development Excellence, Accountability and Listening – and be committed to partnering with us to advance supply chain resilience with our customers.

Our vendor selection process promotes fair competition, supports our corporate strategy and mission, aligns with our customers, and ensures quality throughout our supply chain. For further information, please refer to the following documents, which are foundational to Owens & Minor's workplace accountability programs:

- [The Supplier Social Compliance Standards \(SSCS\)](#)
- [Vendor Code of Conduct](#)

COMPLIANCE WITH APPLICABLE LAWS AND STANDARDS

Suppliers are expected to comply with all applicable local, state, federal, and national laws and regulations of the jurisdiction in which you are doing business. Suppliers for Owens & Minor are also required to adhere to our [Vendor Code of Conduct](#).

If you have any questions or you would like to discuss our supplier social responsibility requirements in more detail, please email GM-SUPPLIERDIVERSITY@owens-minor.com.