

OUR SUPPLIER INCLUSION PROGRAM

Protiviti, a wholly-owned subsidiary of Robert Half, is aligned to the enterprise Supplier Inclusion Program. The program is designed to support the promotion, growth and development of small and/or diverse-, woman-, veteran-, service-disabled veteran-, LGBTQ+-owned businesses and business owners with apparent and non-apparent disabilities. We also strongly encourage our community alliances and suppliers to work with diverse suppliers themselves.

Supplier Inclusion Goals

We have supplier inclusion purchasing targets to assist us in measuring our purchases from small and diverse businesses. Our goal is to secure the various products and services we need from respected suppliers at highly competitive prices while simultaneously meeting our supplier inclusion targets.

External Engagement



Key Benefits

- Promotes innovation through the introduction of new products, services, and solutions.
- Provides multiple channels from which to procure goods and services.
- Drives competition (on price and service levels) between the company's existing and potential vendors.

REINFORCE CORPORATE RESPONSIBILITIES

- Ethics First
- Compliance to customer contracts
- Sharpens and sustains competitive edge
- Ability to tap into new markets

NURTURE A CULTURE OF INCLUSION

Supplier base to become reflective of our local community while maintaining a high standard of quality in all products and services we provide

EXPAND OUR IMPACT

- Client Engagement
- Provide multiple channels from which to procure goods and services
- Helps create community awareness

Recognition



Protiviti (www.protiviti.com) is a global consulting firm that delivers deep expertise, objective insights, a tailored approach and unparalleled collaboration to help leaders confidently face the future. Protiviti and our independent and locally owned Member Firms provide clients with consulting and managed solutions in finance, technology, operations, data, analytics, governance, risk and internal audit through our network of more than 85 offices in over 25 countries.

Named to the 2021 Fortune 100 Best Companies to Work For® list, Protiviti has served more than 60 percent of Fortune 1000 and 35 percent of Fortune Global 500 companies. The firm also works with smaller, growing companies, including those looking to go public, as well as with government agencies. Protiviti is a wholly owned subsidiary of Robert Half (NYSE: RHI). Founded in 1948, Robert Half is a member of the S&P 500 index.

OUR SUPPLIER INCLUSION PROGRAM

Our Holistic Approach



DEFINE SUCCESS METRICS

- **Tracking and reporting progress** to ensure achievement of desired goals
- **Sharing success stories and being recognized** in the community for those efforts



INCLUSION AWARENESS

- **Inclusion of diverse suppliers is paramount** in all sourcing decisions



NETWORKING & COMMUNICATION

- Our organization **attends, sponsors and participates** in diverse supplier events



MEMBERSHIPS

- **Corporate** membership with supplier diversity advocacy organizations (nationally and regionally)
- **Board representation** with diversity advocacy organizations
- Participation in **industry group committees** regarding best practices and benchmarking



DEVELOPMENT & TRAINING

- Our organization is **actively involved in mentorship programs** to develop the capabilities of diverse suppliers
- **Internal training** is conducted to build program awareness and establish resources for sourcing managers



VOLUNTEERS TO ORGANIZATIONS

- Employees from different departments assist with **national, regional and local committees and events**



PROGRAM ASSESSMENT & REPORTING

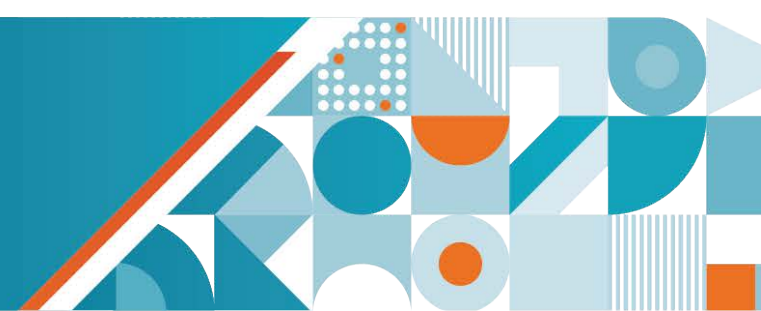
- Utilize metrics/reports to provide insight and **transparency** to program performance and **increase maturity over time**



EXECUTIVE LEADERSHIP

- Supplier Inclusion Executive Steering Committee brings **strength and broader support** to the organization by **sharing information and supporting** each other's efforts

ADDITIONAL INFORMATION



OUR SUPPLIER INCLUSION PROGRAM

ADDITIONAL INFORMATION



SUPPLIER INCLUSION GOALS

While we only publish our results for Minority/Women and Small Businesses (MWBE), we do have internal goals for other categories, here is our complete list of diversity categories and targets:

- Minority/Women-owned Business Enterprises (MWBE) 21%
- Small Business 36%
- Service-Disabled Veteran 1%
- Veteran 2%
- LGBTQ+ 0.5%
- Small Woman-Owned Business 8.5%
- HUBZone 0.5%
- Small Disadvantaged Business 2%



KEY BENEFITS

In addition to the benefits highlighted on the placemat, one major benefit is that our clients are more inclined to continue their business with us because of our robust Supplier Inclusion program. The number of clients that we report our diverse spend results to has increased 21% from 2020.

The Supplier Inclusion team is also receiving increased requests for assistance from our Sales Team as they deal with requests that contain sections dealing with utilization of diverse suppliers.



EXTERNAL ENGAGEMENT

We support and partner with organizations that are focused on the advocacy and development of diverse-owned businesses. We continue to assess other organizations that we may support.



RECOGNITIONS

Our commitment to Supplier Inclusion is not based on the number of awards we receive. However, being a leader in the utilization of diverse suppliers provides a competitive advantage and this external recognition by highly respected organizations validates our program accomplishments.



OUR HOLISTIC APPROACH

DEFINE SUCCESS METRICS

Due to our business model, success cannot be measured solely by the amount we spend with diverse owned companies. Our success is measured by the overall impact we have on the diverse communities we serve.

MEMBERSHIPS

We focus on key diverse business development organizations who offer unique services to their members. We strive to partner with these organizations in the programs they deliver to their members.

VOLUNTEERS TO ORGANIZATIONS

With limited funds to invest in organizations we rely on volunteer opportunities to augment the operations of our diverse business organizations. Opportunities include board positions, committees, or other event support.

INCLUSION AWARENESS

The Supplier Inclusion team is involved to ensure that procurement opportunities include diverse owned companies, and that contract language supports the inclusion of diverse owned companies.

PROGRAM ASSESSMENT & REPORTING

Our program is continually monitored and measured against the elements of a world class program. Diverse utilization results are reported on a quarterly basis and tracked for anomalies.

NETWORKING & COMMUNICATION

The Supplier Inclusion team participates in numerous events held by diverse business organizations. Other employees are also recruited to support these events.

DEVELOPMENT & TRAINING

Diverse supplier development is a continued focus. Feedback is provided to diverse suppliers who are not successful in request opportunities. We also have an increased focus on engaging employees as mentors to diverse-owned suppliers.

EXECUTIVE LEADERSHIP

Supplier Inclusion can only succeed with executive leader support. Results are shared with our Executive Advisory Committee.