



# SUPPLIER DIVERSITY POLICY STATEMENT

At Humana diversity, equity, and inclusion (DEI) is integral to how we practice, deliver, and sustain human care to the communities we proudly serve, which is why we incorporate Environmental, Social and Governance (ESG) principles into our procurement strategy—ensuring a fair and equitable approach to procurement. We understand that partnering with diverse suppliers and small businesses, and engaging with them to support common ESG goals, can lead to future sustainability and a reduction in environmental costs. We also understand that inclusive procurement practices deliver broad societal benefits by creating economic opportunities for traditionally underserved or underrepresented groups.

Our company proudly recognizes that supplier diversity is a business imperative, and we have established a dedicated Supplier Diversity Department to advocate, coordinate, and report out to our company’s highest management on the progress of supplier diversity program initiatives.

The vision of Humana’s Supplier Diversity Department is to develop a diverse and economically inclusive supplier base, improve sustainability, and advance corporate DEI efforts in alignment with our enterprise-wide growth strategy. We achieve this vision by engaging and identifying procurement opportunities that drive innovation, sustain environmental growth, and support the overall well-being of our associates and customers, while utilizing qualified and certified diverse suppliers who reflect our members, patients, associates, and the communities we serve.

We are committed to providing a level playing field for every qualified diverse supplier that seeks our business. We ask that you join us in this effort by including qualified diverse suppliers as outlined above in all purchasing opportunities. We also encourage you to share information about these suppliers with our Enterprise Procurement and Supplier Management associates and throughout the organization.

Our experience has demonstrated that when given the opportunity, diverse suppliers can compete with non-diverse suppliers and perform successfully. Diverse suppliers comprise an essential and growing part of our economy and leveraging their skill and expertise now and in the future can be beneficial to Humana’s growth; as well as the growth of the communities we all live and work in.

We ask each associate to take an active role in the support of our Supplier Diversity Program by ensuring that all suppliers are encouraged and given the opportunity to do business with Humana. With associates taking a more proactive role in Supplier Diversity initiatives, we are confident we can achieve our goals together.

To learn more about the Supplier Diversity Department please visit our [website](#) or reach out to any of the below individuals.

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Thank you for your support of this important corporate initiative!

Jim Rechten

Cc: Tarbinlam Lafon (VP, Chief Procurement Officer • Enterprise Category Management)  
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