

Bausch Health – Supplier Diversity Policy

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SECTION A – OVERVIEW**1. Purpose**

Bausch Health recognizes the value diversity brings to our employees, clients, patients, and communities we serve.

The purpose of this policy is to promote the inclusion of small and diverse businesses in our purchasing process and to help diverse suppliers at varying stages of their journey.

The goal of our Supplier Diversity Program is to provide opportunities to diverse suppliers that meet our procurement and contractual obligations.

This policy will ensure Bausch Health complies with contracting obligations, with regards to doing business with diverse suppliers and it applies to all Procurement staff and employees that purchase goods or services from third party suppliers ("Purchasers").

2. Scope

This policy is intended to govern U.S. Direct and Indirect spend.

Policy will be adjusted in the future to be inclusive of other countries outside the U.S.

To qualify as a diverse supplier for Bausch Health, the supplier must hold one of the following certifications:

- Small Business Administration (SBA)
- National Minority Supplier Development Council (NMSDC) or its affiliates
- Women's Business Enterprise Council (WBENC) or its affiliates
- National Gay & Lesbian Chamber of Commerce (NGLCC)
- Minority Business Enterprise (MBE)
- Women Business Enterprise (WBE)
- SBA 8(a)
- Self-Certified Small Disadvantaged Business (SC-SDB)

- Disadvantaged Business Enterprise (DBE)
- Woman-Owned Small Business
- HUB Zone (HUBZone)
- Veteran Owned Business (VET)
- Service-Disabled Veteran (SDVET)
- Historically Black Colleges and Universities (HBCU)
- Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ)
- Small Business Enterprise (SBE)

Suppliers certified by organizations not listed above are not considered as diverse suppliers for the purpose of this policy.

3. Definitions

SSF - Strategic Sourcing Form - A form used by Bausch Health Procurement to document and approve sourcing strategies and recommendations for competitive bids at ≥\$150,000 (USD) or per defined local thresholds per Procurement Policy.

SJF – Sourcing Justification Form – A form to document and approve sourcing recommendations at ≥\$150,000 (USD), or per defined local thresholds, which are not covered by a Strategic Sourcing Form (SSF). Sourcing Justification Forms are completed by Bausch Health Procurement or the relevant stakeholders and are required for new Sourcing decisions totaling ≥\$150,000 (USD), or per defined local thresholds per Procurement Policy made without any competitive bidding process.

RFP - Request for Proposal - this is a collaborative template to be completed by the business stakeholder and procurement; it is a procurement form that announces and describes a project or purchase request, used to evaluate certain number of factors beside the price before deciding and start request for quotation.

RFQ - Request for Quotation– is a solicitation for goods or services in which a company invites vendors to submit price quotes and bid on the project.

Small Business Administration (SBA) - The United States Small Business Administration is an independent agency of the United States government that provides support to entrepreneurs and small businesses.

National Minority Supplier Development Council (NMSDC) or its affiliates - is the longest-operating business growth engine for the broadest group of systematically excluded communities of color (Asian-Indian, Asian-Pacific, Black, Hispanic, and Native American).

Women's Business Enterprise Council (WBENC) or its affiliates - is a leading national non-profit organization dedicated to helping women-owned businesses thrive.

National Gay & Lesbian Chamber of Commerce (NGLCC) – is a U.S. not-for-profit advocacy group that aims to expand the economic opportunities and advancement of the LGBT business community.

Minority Business Enterprise (MBE) A business that is at least 51% owned, operated, and controlled by one or more minorities. Minority groups include Asian Pacific Americans, or Subcontinent Asian Americans, African Americans, Hispanic Americans, Native Americans, Alaska Native Corporations, Indian Tribes, Native Hawaiian Organizations. Individuals must be U.S. citizens and have at least 25% heritage in one of the minority groups.

Women Business Enterprise (WBE) A business that is at least 51% owned, operated, and controlled by a woman or more women.

SBA 8(a) A small business participating in the SBA 8(a) Business Development Program. The business must be at least 51% owned and controlled by socially and economically disadvantaged individuals who are U.S. citizens.

Self-Certified Small Disadvantaged Business (SC-SDB) A small business that is at least 51% owned and controlled by socially and economically disadvantaged individuals who are U.S. citizens.

Disadvantaged Business Enterprise (DBE) A business that is at least 51 percent owned by one or more individuals who are both socially and economically disadvantaged.

Woman-Owned Small Business A business that is at least 51% owned and controlled by one or more women, and primarily managed by one or more women. The women must be U.S. citizens. The firm must be "small" in its primary industry in accordance with SBA's size standards for that industry.

HUB Zone (HUBZone) A small business certified by the SBA as having its principal office in a certified historically under-utilized business zone, and at least 51% owned and controlled by U.S. citizens, or a Community Development Corporation, or an agricultural cooperative or an Indian tribe. Additionally, at least 35% of the business's employees must reside in a HUBZone.

Veteran Owned Business (VET) A business that is at least 51% owned, operated, and controlled by one or more veteran(s).

Service-Disabled Veteran (SDVET) A business that is at least 51 percent owned by a veteran (see VBE) with a disability that is service connected. The term "service connected" means that such disability was incurred or aggravated in the line of duty in the active military, naval or air service.

Historically Black Colleges and Universities (HBCU) Institutions of higher education in the United States that were established before 1964 with the intention of serving the African American community.

Lesbian, Gay, Bisexual, Transgender Queer (LGBTQ) A business that is at least 51% owned, operated and controlled by a LGBTQ individual(s).

Small Business Enterprise (SBE) A business concern eligible for assistance from SBA as a small business is one that is organized for profit, with a place of business located in the United States. It must operate primarily within the United States or make a significant contribution to the U.S. economy through payment of taxes or use of American products, materials, or labor. Together with its affiliates, it must meet the numerical size standards as defined in the Small Business Size Regulations. The business must also qualify as small as defined by SBA size standards for the company's primary NAICS.

SECTION B – RESPONSIBILITIES AND COMMITMENTS**1. Supplier Diversity Outreach**

- a) Bausch Health participates in some outreach activities throughout the year, but not limited to, such as:

Diversity Alliance for Science (DA4S) Business Opportunity Fair
WBENC National Conference and Business Opportunity Fair
NMSDC Annual Conference and Exchange
National HUBZone Conference

Its purpose is to provide support to and increase opportunities for diverse suppliers to do business with Bausch Health.

- b) Bausch Health also partners with some organizations, but not limited to, such as:

NMSDC - National Minority Supplier Diversity Council
HUB Zone - Historically Underutilized Business Zone
WBENC - Women's Business Economic Council

to support the growth and development of diverse suppliers.

- c) As part of our outreach efforts, small business and diverse-owned suppliers are encouraged to register within the Bausch Health Supplier Profile Portal on the Bausch Health website.

Our procurement professionals regularly access the site to search for qualified small business and diverse suppliers to include in bidding opportunities.

In addition, we keep certification information in this database up to date to provide aggregate reporting as required by the United States Federal Government.

2. Reporting

For consideration to participate with government contracts, Bausch Health is required to provide an annual spend analysis to identify new and existing diverse suppliers, as well as the amount of diverse spend per supplier by diverse classification.

Bausch Health is required to set forth an annual subcontracting plan which we call out our company's diverse spend goals by diverse classification and report on those goals by year end.

3. Training

Training and encouraging Procurement staff and Purchasers to include small, diverse business vendors in the purchasing process where there is appropriate alignment with our business needs. Buyers are trained to utilize the Supplier Diversity Database located on SharePoint to identify potential diverse suppliers to participate in RFP/RFQ.

Additional resources are provided through the Supplier Diversity Specialist to utilize the NMSDC Hub for additional support to locate qualified diverse suppliers.

4. Responsibilities

Buyers must complete the Supplier Diversity section of the SSF/SJF form when there is an RFP/RFI Procurement maintains a record of Diverse Suppliers utilized in all RFP/RFQ's.

Information collected related to Supplier Diversity through the SSF/SJF forms and RFP templates must be shared with the Supplier Diversity team for Reporting purposes.

5. Commitments

Bausch Health will make a good faith effort to invite diverse supplier(s) to participate in the bid process.

Procurement must exhaust all efforts to include diverse suppliers as part of the bidding process.

Bausch will pursue opportunities to increase diversity across all business relationships regardless of the nature, length of relationship, or any other factors by engaging diverse suppliers in bidding opportunities.

Document History

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