



SUPPLIER DIVERSITY POLICY

Vision

Fluor's Supplier Diversity Program is a proactive business initiative that seeks to expand the opportunities offered to Diverse Suppliers, building upon our combined strengths to drive mutual success.

Beliefs

- ▶ As a global company, Fluor operates across highly diverse markets that are best served by teams of diverse resources, including employees, partners, subcontractors, and suppliers. An effective center-led program for Supplier Diversity is critical to our success.
- ▶ Fluor achieves innovative solutions for its clients through excellence in strategic sourcing, material management and contract management, creating additional value for all stakeholders as well as local communities through Supplier Diversity efforts.
- ▶ As with Employee Diversity, Diverse Suppliers (defined as Minority-owned Business, Women-owned Business, Small Business, Small Disadvantaged Business, HUBZone Business, Veteran-owned Business, and Service-Disabled Veteran-owned Business firms) contribute significantly to Fluor's overarching goal of providing our clients with quality services at competitive costs.
- ▶ Fluor's Diverse Suppliers make us stronger, healthier, and better able to handle the challenges of the future, enhancing the achievements of our employees, clients, shareholders, and communities.

Actions

- ▶ We are corporate members of organizations such as the National Minority Supplier Development Council (NMSDC) and the Women's Business Enterprise National Council (WBENC). We actively participate in their regional business councils and serve on their boards and committees. We also support Federal programs associated with the Small Business Administration, Department of Defense, the Department of Energy, and others by participating in, and providing sponsorships for, supplier outreach and networking events.
- ▶ We develop programs to actively engage and increase the inclusion of diverse local suppliers on a global basis in accordance with our project contracts with clients across all Fluor business groups.
- ▶ Fluor's Supplier Diversity Program is in accordance with Fluor's Corporate Procurement Policy.

Commitment

Clearly, Fluor is committed to achieving excellence in Supplier Diversity throughout business groups serving both public and private clients, on a global basis. All Fluor employees who are involved in supplier and subcontractor selection decisions will demonstrate this commitment by continually seeking to identify and provide competitive opportunities to qualified Diverse Suppliers.



Mark Fields
Group President
Project Execution

January 2022



David E. Constable
Chief Executive Officer
Fluor Corporation

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