



# Supplier Diversity Statement

## Objective

At BICO, we are committed to the values of Integrity, Safety, Excellence, Respect, Ingenuity and Stewardship. As such, we aim to develop and leverage a diverse network of suppliers, representative of the communities that we operate in. By qualifying a diverse pool of suppliers and strengthening supplier relationships where Bico conducts business, we will demonstrate our commitment to supplier diversity and accurately report on measures that positively impact our community as we pursue our goal of creating and sustaining an inclusive and diverse supply chain.

## US Supplier Diversity

The BICO Supplier Diversity Program encourages work with small, local, and diverse businesses that can provide goods and/or services to BICO, and are certified by a US recognized third party to meet one or more of the following criteria:

- Minority Business Enterprise (MBE)
- Asian
- Sub-continent Asian
- Asian-Pacific
- Black/African American
- Hispanic/Latino(a)
- Indigenous or Native American
- Woman Business Enterprise (WBE)
- LGBTQ Business Enterprise (LGBTBE)
- Disability-Owned Business Enterprise (DOBE)
- Veteran Business Enterprise (VBE)
- Small business (as defined by U.S. Small Business Administration, which includes these classifications: Woman Owned Small Business, Economically Disadvantaged Woman Owned Small Business, Small Disadvantaged, Small Veteran, Service-Disabled Veteran Owned Small Business, and HUBZone).

## Driving Principles

In support of this Program, BICO has adopted the following key principles:

- We recognize that a strong, diverse supplier community is essential to economic vitality, and we actively seek opportunities to conduct business with suppliers that can competitively meet our operational and quality requirements.



## Supplier Diversity Statement

- We seek a diverse supplier base to enhance innovation, improve efficiencies and increase supplier competition.
- We promote policies and practices that promote fairness and inclusion. Our Supplier Diversity Program is part of our overall Diversity & Inclusion efforts.
- We encourage diverse suppliers to identify themselves to BICO's and seek certification from a US recognized third-party agency.
- We foster collaborative supplier relationships designed to strengthen our communities and the diverse-owned businesses within it.
- We report on our Supplier Diversity Program performance with integrity and transparency.

This statement document represents a shared responsibility between BICO's and its business partners. BICO will provide ongoing leadership and resources to ensure the effective implementation of the above principles, including strategies and specific action plans.

BICO commits to periodically reviewing this Program to ensure it remains relevant and meets changing expectations.

To become a potential supplier, please submit your information and value proposition proposal to [purchasing@bicodrilling.com](mailto:purchasing@bicodrilling.com).